Marching steadily, and often frolicking playfully, under the banner of French intellectuals such as Jacques Derrida and Michel Foucault, minions of this "discourse theory" have made language the key to all thought and behavior. They announce that everything is a constructed text whose meaning and intention, characterized by linguistic discontinuities and ruptures, can be deconstructed.

Moreover, poststructuralism has joined forces with exhausted remnants of the New Left who are now holed up in university teaching and administrative posts, people who harbor dreams of social revolution fostered in the 1960's. The resulting alliance has produced a curious hybrid---the "linguistic left"---that has moved to center stage in contemporary academic life.

Proclaiming a cultural politics of liberation, this coalition claims that by challenging and "decentering" the meaning of its language, Western society can be radically altered. Convinced that power resides in texts and their enveloping structures of language, discourse radicals have bent to the task of unlocking the codes, exposing the linguistic repressions, and undermining the basic assumptions of modern Western society. With its provocative and challenging critiques, the linguistic left has produced a powerful current of subversion in the intellectual life of fin-de-siècle America.

Yet there may be less here than meets the eye. While the Foucaultians and Derridoids have become highly influential in all areas of cultural study, their project also appears fraught with severe weaknesses and dangers. The problem is not the one suggested by the moral nostrums of critics of academe such as Lynne V. Cheney or the disingenuous fulminations of authors such as Dinesh D'Souza or Roger Kimball-who all charge that the linguistic left has sinned by staining the hallowed traditions of Western civilization with politics.

Such traditions, of course, have always been politicized. More to the point, the problem is that the political agenda of the linguistic left has failed in its radical-Ism. My critique flows from a Midwestern populism that makes me increasingly annoyed by the revolutionary posturing of prosperous academics who like to pretend that they are something else. I believe that the linguistic left is something of a fraud.

In particular, several problems vex today's cultural "radicals." First, the linguistic left has consistently promoted a spurious view of politics and power. It insists that oppression is rooted in language and founded on binary opposites-such as man/woman, master/ slave, white/black, authority/obedience-that define and stultify human beings and their societies.

This view contends, as Tenima F. Berg and Jeanne Larsen state in the introduction to Engendering the Word (1989), that any discourse that is "rational, orderly, impersonal, teleologically motivated, and aimed toward closure may be another . . . straitjacket." Thus liberation, this camp believes, will result from a deconstruction of language that subverts traditional meanings and from a strategy of intense multiculturalism (or "canon busting") in the curriculum that destabilizes

the dominant language of Western civilization, Such a position, however, ignores several persistent problems. Grasping the linguistic dimension of injustice only scratches the surface of the social, economic. and political environments that influence language and culture and link them to the material world. If you can't deconstruct American social structures, the linguistic left seems to hope, you can deconstruct Moby Dick and pretend it's the same thing:

Moreover, discourse politics seems remarkably devoid of real human connection. For small farmers hold-

### **Academe's Leftists Are Something** of a Fraud



ing a notice of loan foreclosure, for the urban underclass, for unemployed steelworkers, the glib liberationist claim of poststructuralism—that a decentered discourse will set you free-must seem puzzling indeed. Here is a feeble politics of words (one is tempted to say hot air) that only an academic can love.

Second, the linguistic left has built a political agenda that is narrowly elitist and overly intellectual. Obsessed with language, its own language has become specialized to the point of being incomprehensible. An arcane and esoteric jargon of "signifiers" and "signified," "intertextuality" and "epistemes," "reversibility" and "deep structures" befuddles most intellectuals, let alone ordinary citizens.

The tendency of poststructuralist professors to appoint themselves tribunes of the people only intensifies this elitist tendency. According to one manifesto, Intellectuals in Power (1986) by Paul Bove, discourse leftists must struggle to "make absent subjects representable" and "wrest the knowledge-producing apparatus" away from a repressive society. Such selfimportance degenerates into caricature when these scholars go on to claim that they are victims just like other oppressed people throughout the world.

As one linguistic leftist, George Lipsitz, claimed in an article in American Quarterly (December 1990), workers and inner-city dwellers. scholars in cultural fields . . . face a political and economic apparatus determined to undermine . . , the entire social base necessary for their survival." Such attempts to disguise their own social position—an upper-middle-class intelligentsia masking itself as an oppressed group and posing as indispensable figures in the vanguard of revolution-would be laughable if they weren't so earnest.

Reading lists for college courses do not constitute revolution. Liberation does not emerge from a rarefied intellectual shell game where clever professors alternately shift, conceal, and expose language. Not only does the esoteric language of poststructuralism make it simply meaningless to ordinary citizens as a way to

carry on politics, but also the privileged position discourse radicals in the modern university ne claims of revolutionary fervor rather strained The evitable result is that outside of academe, the linguing left is a movement with no followers.

Finally, the linguistic left unintentionally reinformany features of the modern state that it purpose; abhor. Its politics, when one puts aside all of thehic falutin theorizing and more-radical-than-thou thelor preserves most fundamental features of modern co talism. The eagerness to promote "participation" at "diversity" in the curriculum, while convenies overlooking enduring structures of socioecono power in the larger society, merely sustains a plunt society that depends upon competition among intergroups. That has been central to the corporate will. state since the early 20th century.

Moreover, the "identity politics" of the linguis left, by promoting consciousness raising, culturals powerment, and emotional catharsis for different der, cultural, and ethnic groups, reinforces the edica private self-fulfillment that is central to modem or sumerism. In other words, poststructuralism of critique whose radicalism is more illusion than fat

Discourse radicals' entanglement in university reaucracies easts a dark shadow on the legitima; poststructuralist politics. The context in which the linguistic leftists work-lecturing at prestigious of leges paying generous salaries, publishing in ka specialized journals, fiercely competing in the ga shark hunt for corporate and government grant, o changing papers at swanky conference holds the they will be served drinks at the pool by member oppressed groups shortly after issuing ringing child their discursive liberation—suggests more than # of complicity in the bourgeois world that they solar ly denounce.

These problems ultimately converge to crest central dilemma of the linguistic left: academicant sism. Discourse radicalism, it becomes everdant almost exclusively an academic phenomenon sale stakes are almost exclusively academic reputation promotion, and publication. Larger claims of polici revolution appear hypocritical, given that the slate political criticism of the dominant culture is con from an enclave safely inside it.

L. FIMATELY, the linguistic left seeks sand in the rarefied, intertextualized work kinder, gentler academe. From this look its theoretical and political doctrines emerged as the latest bankrupt expression of ne

Members of the linguistic left would be much useful, and effective, if they recalled sevent principles. First, this group's linguistic analysis, turned to earth for a material grounding, would be a more realistic assessment of how language, per and socioeconomic forces interact to shape no culture. David S. Reynolds's recent book Benesial American Renaissance, for example, shows how culture and popular culture intermingled in the century, and how both were influenced by politic social developments of the age.

Second, greater sensitivity to real people, to counteract the deification of language that mal structuralist politics so otherworldly.

Finally, a commitment to public eng civic, cultural criticism once practiced by intell such as Dwight Macdonald, Mary McCarthy, and nel Trilling-rather than intellectual games would dampen poststructuralist elitism and helph sophisticated theory with practical politics. In the litical world of the late 20th century, which and decentered, anything less would be dangerout

Steven Watts is professor of history at the b Missouri at Columbia.

# CHRONICLE of Higher Education.

May 6, 1992 • \$2.75 Volume XXXVIII, Number 35

News Summary: Page A3 "Trying to keep secrets in the world

of graduate education and research is a sure ticket to mediocrity. The idea that we can somehow build an information wall around this country is very shortsighted." The graduate-school dean at the U. of Washington: A27

"The point of studying ancient culture is not to discover ourselves is the past, but to understand the history of civilization. in all its variety."

Aprolessor of humanities: A52 "I think a lot of people here

feel beaten up. But they're not defeated." Stanley Aronowitz, at the Socialist Scholars Conference: A19

"The reality is that abortion in the medical community is a lowsatus, low-interest procedure that often comes with controversy or community pressure. More and more it seems to be disappearing from the training ngendu.''

An assistant professor, on teaching future doctors how to perform abortions: A39

"The 'first wave' of educational reform in the early 1980's. calling for skills and standards, has been aptly (if cruelly) ummanzed as 'getting the little buggers to work harder.' professor of education, on the

meteric of school reform: B1

Everything just hit the fan this spring. There are rallies and monstrations almost every day. lt's an extremely volatile

SECTION 1

he president of the Harvard Black Law Student Association: A39

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Supercollider Consortium Faces a Storm of Criticism The Universities Research Association, a group of 79 universities overseeing the construction of the Superconducting Supercollider near Dailas, hus been accused of lax management and inexperience. Above, the site of a magnet delivery shaft. Story on Page A30.

# States Turn to Community Colleges as Route to Bachelor's Degree as 4-Year Campuses Face Tight Budgets and Overcrowding

By JOYE MERCER

Overcrowding on four-year campuses and tight education budgets are causing states to look seriously at the community college as a cheaper, more accessible route to a bachelor's degree for a growing numher of students.

This year in Florida, lawmakers may vote to provide grants to private colleges that agree to accept transfer students from community colleges. Florida may also study the possibility of offering baccalaureate degrees at some two-year col-

Proposals in Utah and California

In Utah next fall, Utah Valley Community College will present plans to state officials to offer bachelor's-degree programs, some of which may be condensed to three years, to help ease the crowding at four-

In California, legislators are considering year colleges. adopting a formal policy under which students accepted into the state's public universities would be "redirected," on a voluntary basis, to community colleges. Students would indicate during the application process whether they would be amenable to spending their first two years at a community college. If they chose that option,

spaces at four-year campuses in California would be promised to them for upper-division work.

Other states may not be far behind in considering similar measures. Patrick M. Callan, a California consultant on highereducation policy, says those options will become increasingly popular as states such as Arizona, Georgia, Texas, Virginia, and Washington deal with the double whammy of high growth and diminished resources. Mr. Callan has served in the past as highereducation commissioner in California, Montana, and Washington State.

"Two or three years ago, I would have to four-years a bad idea," Mr. Callan says, Such a conversion might lead community colleges to place less value on teaching and more on research, he says.

But he adds: "If the alternative is to tell people they won't have the chance to get a baccalaureate degree, then we have to use all the resources we have."

Resources Are Not There'

Other educators, however, say that state officials should be wary of allowing nonacademic issues, such as a state's economic woes, to drive education policy.

"Just when we have a generation of students who have been encouraged to go on to higher education, the resources are simply not there to serve them," says Aims C. McGuinness, director of higher-education Continued on Page A28

Socialist Scholars Take Stock of Political Assumptions At a recent conference, City University of New

York's Frances Fox Piven (right) and other speakers suggested that future leftist movements would be organized around race and gender as well as class—something Karl Marx did not foresee.

STORY ON PAGE A19



\\*\*\*

# MARGINALIA

A campus librarian received this notice from the Fairfield Library Administrators Group:

"Annual Meeting, June 12 . . . 'Libraries in the Fiscal Crisis: Are we spending too much?

"Lunch included: \$38.00 per per-

The campus librarian tells us: "I did not attend the FLAG luncheon, so I don't know if the group decided that libraries were spending too much. I had decided I would be spending too much if I went."

Hugh Rank, of Governors State University, recently offered free copies of a teaching aid called "The 30-Second Spot Quiz" and received in return a request for "The 32nd Pot

Mr. Rank wonders about the requester: "Did he inhale?"

Members of the American Council on Education and the Association of Governing Boards of Universities and Colleges received this message from their presidents:

"To aid in its deliberations about higher education's prospects for the next 25 years, the [A.G.B.] Higher Education Issues Panel commissioned Arthur M. Hauptman to write a paper that forecasts the economic health of higher education in the carly 20th century."

Because what's past is prologue?

Note in a newsletter from the Association of Jesuit Colleges and Uni-

"[Canisius] College has announced a \$2.55 goal for the annual '122 campaign.' 90% of the funds raised go toward financial aid for stu-

You're spoiling them.

From the annual report of the Linguistic Society of America, in the LSA Bulletin:

"As of December 1991, the Linguistic Society had 6,678 active members with good addresses."

We won't ask about the others.

From The Today, newspaper at Trinity Western University:

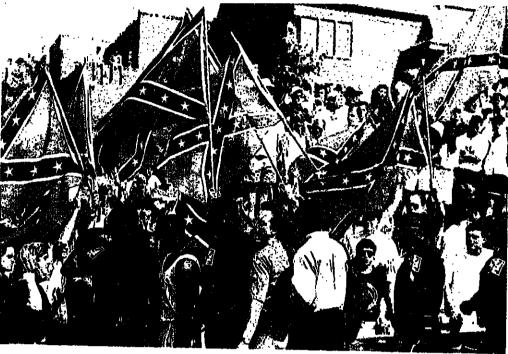
"The complex job of making a student's academic career a success fails to a large extent on the Academic Council."

That's calling a spade a spade.

A listing in the faculty and staff directory at Rutgers University identifies the listee as "Director, Pre-Collage Programs.

Kindergarten, first semester?

### In Brief



### Fraternity's 'Old South' parade riles students at Auburn U.

nual Old South parade despite protests from black students and others who say the event is offen-

As many as 75 students temporarily blocked a street on the Au-

Dance group accuses

Boston U. of censorship

BOSTON-An arts group has ac-

cused Boston University of cen-

sorship over a clause in a rental

contract for a campus auditorium

that gives the institution the right

to cancel a production if it deems

The group, Dance Umbrella,

declined to sign a contract con-

taining the clause. It said campus

officials were concerned about

Todd Klipp, general counsel for

the content objectionable.

nudity in the performance.

AUBURN, ALA.—An Auburn | rade, which has been held by the | in the parade, but the members University fraternity held its an- Kappa Alpha fraternity for the wore Confederate Army unierate era without regard to the | flags to the parade. feelings of people whose ancestors were slaves at the time.

last 76 years. The protesters said forms. Members of another frathe parade celebrates the Confed- ternity did bring Confederate An Auburn spokesman said the

parade was a setback to the insti-The fraternity agreed this year | tution's efforts to attract more miburn campus to protest the pa- not to carry the Confederate flag nority students to the campus.

> cerned about the safety of our dents." Los Angeles rioting

steal it.

Princeton takes clappe

from bell after accide

PRINCETON, NJ.-The be:

rinceton University's Nac

Hall tower will ring no more (;'

versity officials have resemb

bell's clapper following as z'

dental fall by a freshman when,

trying to remove it as part of

Geoffrey Macarthur wa

traditional year-end rinal

ured after he

er. Mr. Macar-

thur, who suf-

fered a bruised

lung, was try-

ing to remove

part of a tradi-

to the 1860's in

which students

take the clap-

lence the bell that marked \$

ginning of fall classes. Unive

officials had removed the day

before the start of classes

fall, but had replaced it ale:

ceiving a pledge from seniord

officers that no one would me

"It's an important part of

day to have the bell ringing."

Justin Harmon, a univer

spokesman. "But we are as

forces campus closing

per to try to si-

ion that dates

plunged 40 feet

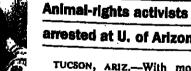
1.08 ANGELES-POUT CARE State University campuses, University of Southern Ca nia, and all nine campuses dis Los Angeles Community Cons District were closed last week cause of widespread rioting broke out after four while pa officers were acquitted it is beating of Rodney King, the motorist. A citywide state emergency was declared after tensive looting occurred, freeways were closed. Office also imposed a dusk-to-dawn



Bush addresses Florida graduates

the university, dismissed the group's objections as a publicity stunt. "We have the right to know ment address of the year, Presiwhat is proposed to be performed and to decide whether we want to make available our facilities," he

MIAMI-In his first commence- | future was "the most precious resource of all" in helping him redent Bush spoke to nearly 1,700 form the nation's education, graduates at Florida International health-care, and legal systems University. He told them that and restore public trust in the fedtheir sense of optimism about the eral government. ■ | reported at any of the campuse

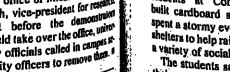


TUCSON, ARIZ .-- With mouse masks covering their faces, 10 anmal-rights activists were arrested for trying to take over an office and for hanging a banner from the roof of the main administration building at the University of Ari-Zona.

The protesters, representing the group Voices for Animals, included four University of Arizona sity officials called in campus students and one employee of the curity officers to remove the

institution. They were chi with criminal trespass in the se ond degree and with interfering with the peaceful condu educational institution, accon to Brian Seastone, a campus p lice officer. The protesters hung a beam

reading, "Not just bigger capt empty cages. Stop animal testing now." They threatened to occa the office of Michael A. Casal vich, vice-president for research But before the demonstra The Chronicle of Higher Education (1830 0009-5982) is published weekly except the third week in August and the last two weeks in December, at 1255 Twenty-Third Street, N.W., Washington, D.C. 20037. Subscription rate: \$67.50 per year. Second-class postage paid at Washington, D.C., and at additional mailing offices. Copyright © 1992 by The Chronicle of Higher Education and Indian offices. Copyright © 1992 by The Chronicle of Higher Educations. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertisement shall constitute final acceptance of the advertiser's price.



SPARTANBURG, S.C.—About 60 | abuse, and racism and prejudice. itudents at Converse College They also dumped garbage into a campus fountain to symbolize a

helters to help raise awareness of Sarah Martin (above, left) and Sara Samuelson, both sopho-The students said they wanted mores, taped cardboard and wood their actions to make people think together to construct one of eight about homolessness, poverty, il-



### College theater productions win top awards

WASHINGTON—Five university theater departments were invited to bring productions to the Kennedy Center for this year's American College Theater Festival.

The productions were: ■ The Balcony Scene (above). by Wil Calhoun; Louisiana State University at Baton Rouge.

■ The Bridge, by William Mosee Gallaudet University. Sizwe Bansi Is Dead, by

### Test-preparation firm

flies for bankruptcy

BOCA RATON, FLA.--College Bound Inc., a nationwide testpreparation company, filed for bankruptcy protection last week after federal regulators accused it of inflating its profit reports by millions of dollars.

A spokesman for its largest subsidlary, the Ronkin Educational Group, said the company would probably close the less profitable of its 150 test centers. The centers provide tutoring for college- and | cording to newspaper accounts.

graduate-school-entrance exams and other tests.

Athol Fugard, John Kani, and

son University.

Winston Ntshona; James Madi-

■ Strands, by Eric Wilson,

who won the Lorraine Hansberry

Playwriting Award; University of

A Warring Absence, by Jody

Duncan, winner of the National

Student Playwriting Award; Cali-

fornia State University at San

Missouri at Columbia.

College Bound, which went public in 1988, was formed in 1981 by George and Janet Ronkin. They resigned as officers of the company last month, shortly before a federal judge froze their personal assets. The Securities and Exchange Commission had brought civil charges against the couple and the company, accusing it of filing false financial statements, and them of transferring company funds to their personal accounts. The Ronkins's lawyer says they dispute the charges, ac-



GERRY PAYE, SPARTANEURO HERALD JOURNAL

### Students draw attention to social problems

built cardboard shanties and 30 spent a stormy evening inside the | landfill. a variety of social problems.

literacy, world hunger, drug town USA.

### **PORTRAIT**

### A Muse to Generations of Architecture Enthusiasts'

CORAL GABLES, FLA. Jack, an Alaskan malamute, has been shedding in the station wagon's back seat, and anyway it's crowded with rowing gear. So Vincent Scully insists on sitting in back, sprained ankle and all, while his embarrassed guest rides up front with Catherine Lynn, Mr. Scully's wife. On the way to the restaurant, Mr. Scully-genteel and charming over late-afternoon chardonnay on the porch—reveals himself as a possibly compulsive and certainly relentless back-seat driver. "Look out, Tappy!" he cries to Ms. Lynn. Then: "What the hell is he doing?" and "Watch that one!" and "To the right! To the

Ms. Lynn seems unruffled, but the drive is disconcerting, to say the least. Later, though, it begins to make sense: Vincent Scully's keen and restless eyes see Greek temples, French gardens, New England summer houses, and New York skyscrapers in ways that have made architecture compelling for two generations of Yale University students and for countless readers of his 15 books. He's hardly going to sit back idly in the car, staring at the upholstery rather than at the world outside, imagining noth-

Mr. Scully, who at 72 stays fit by rowing several times a week, began teaching art history at Yale in 1947 and retired-very much against his will-at the end of academic 1990-91. He still complains about the university's "draconian retirement law," but now things seem to be working out more to his satisfac-

### Dispensation From Yale

The University of Miami has invited him to teach here each spring. alternating his legendary "Introduction to Architecture" class with his famous "Modern Architecture" course. Ms. Lynn has been hired to teach architecture and historicpreservation classes. At the end of the semester, they'll round up Jack, their two boats, and Mr. Scully's invaluable slides for the trip back to Yale, which has given Mr. Scully dispensation to resume teaching his introductory course every fall.

"Now, the garden at Chantilly," Mr. Scully tells an auditorium crowded with Miami students the next day, "was designed by Le Nôtre for the Prince de Bourbon, known as Le Grand Condé, who had the basic victory that created modern France.

aiming at an equestrian statue, with the château kind of falling out to the left." Mr. Scully's stides, projected by a pair of machines, climb with him up the road's grade.



"I'm after the deepening and refinement of perception."

den explodes with energy. It's a portrait of a cavalry general."

Mr. Scully's genius as a lecturer

is to walk alongside his students, serving as an enthusiastic and informed guide to the Taos Pueblo, Hadrian's Villa, Abbot Suger's improvements at St. Denis. Baron Haussmann's Paris, Le Corbusier's Chandigarh. Instead of cataloguing architects and styles, he describes the experience of visiting a building and talks about its spatial, historical, and iconographic context. "I'm after the deepening and refinement of perception," he says, explaining why he has continued to teach—and revise—the same

courses for so long. Edward T. Foote, II, now Miami's president, remembers taking Mr. Scully's introductory course in the late 1950's: "He was able to take an hour in a day and create an atmosphere of electricity among hundreds of undergraduates. You'd leave the class and undergraduates would be arguing in knots over this work of art or that." Adds Mr. Foote: "His greatest power as a gle of the entrance road 90° so that teacher was not to lecture us but to perts of us, but enthusiasts."

### An Experiential Approach

from Vaux-le-Vicomte or Ver- taken over the years to use in class- they have the best clouds here."

tand of the experience

sailles-broader, not long. The gar- es, it largely parallels his introductory course. But it has plenty to say to long-time architecture enthusiasts, both because of Mr. Scully's experiential approach and because he writes at length about French gardens, the focus of much of his

### "The Garden in French History"

"I was trying to get involved in the meaning of the garden in French history," says Mr. Scully, whose text is always slipping past the velvet ropes that confine both tourists and other architecture books. In Mr. Scully's company, for instance, the reader greets Louis XIV himself at Versailles, "standing on the Parterre du Midi with his guidebook." Mr. Scully's tour, better even than the one Louis proposed in his Manière de montrer les jardins de Versailles, leads us from forecourt to orangerie, from water and grass and stone to the larger idea they have been shaped to represent-Louis's new France.

As always, Mr. Scully takes us by the elbow and turns us gently to get the best view. We are not at Versailles at all, but at a Cuban it crosses in front of the château, open our eyes—he didn't make exhoat for the semester. Coming out here this morning in a rented sedan, Mr. Scully's books are every bit Mr. Scully has been a relaxed and as good as his lectures-or better, delightful passenger. Now he is "As you reach the statue, step by in that the reader is sure to discover pointing at the Miami skyline, full step, you begin to see the great basstep, you begin to says. On revisit them. The latest book, pubthe screens are spread Chantilly's lished earlier this year, is Architec- winter," he begins, prefacing a depools and gardens, as flat as a draw- ture: The Natural and the Man- tail that will give his student a way poors and gardens, as make Mr. Sculing on parchment, just as Mr. Sculing on parchment on parchment as Mr. Sculing on parchment on parchment of parchment on parchment of parchment on parchment of parchme ly has promised. "It's different tions of the slides Mr. Scully has before them. "But in the summer,



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D Yes D No

# **Scholarship**

College of the City University of New York is learning the perils of setting up shop in Moscow.

Nationalities Papers, established in 1972, is the twice-yearly journal of the Association for the Study of the Nationalities of the USSR and Eastern Europe, a group of some 600 scholars who specialize in the study of the ethnic minority groups in the

A small journal housed at City

In response to glasnost, and well before last August's coup, the editors decided to start a Russian edition that would be edited at City College but printed in Russia and distributed from Moscow.

The editor in chief, Henry R. Huttenbach, a professor of history at City College, said he thought it was the first such venture by a Western scholarly journal in the former Soviet republics. No wonder, then, that the pilot edition, which was released recently and is apparently a success, got off to a rocky start.

The announcement of the new venture said the first volume would be printed and distributed "in conjunction with" the Institute for the Development of Moscow, but Mr. Huttenbach confessed that he wasn't even sure what that was. For now, he said, it was serving as a Moscow mailing address.

"At the moment, we don't know from today till tomorrow whether an institution [in Russia] is going to stay alive," he said. "We're looking for a permanent home."

Mr. Huttenbach said the greatest obstacle to getting the first issue out was finding paper to print it on. The association had to pay a high price, in hard currency, on the black market.

"It was a little adventure in itself," he said. "We're pleased it worked out, but now we're trying to

His audiocassettes are the No. I seller at the nation's truck stops. Now he's an author for the University Pfess of Mississippi

The press has collected 124 of the slories of the country comedian Jerry Clower in Stories From Home, which was released last month. Mr. Clower, a star of the Grand Ole Opry who spins tales about life in the rural South, has a big following among country-music fans.

It sounds like an unlikely marriage, but editors at the press have big hopes for the book. 'While not a traditional author of a university-press book, Jerry Clower represents the tradition of JoAnne Prichard, senior editor at the press who approached Mr. Clower about the project. The book includes a foreword by Willie Morris as well as an interview of Mr. Clower by Ms. Prichard.

Hoping to capitalize on Mr. Clower's popularity, the press is going out with its biggest initial press run ever for Stories From Home—15,000 copies—and plans to distribute it at bookstores around the country.

Truck stops may not be far



Eunice Lipton: "I began to hear voices within myself that were fun, and sexy, much more fun than I'd been h

Experience and Expertise
Meet in New Brand
of Scholarship

By SCOTT HELLER

Before we meet, I feel as though I know her. She's a New York maven, full of instructions about where to stay and where to eat. I grew up in Brooklyn. I know the type.

We get together at a cafe on the Upper West Side, her choice. I'm early, for a change, but she's late. I don't know what to expect from her big laugh and raspy telephone voice. Her book, too, is kind of lusty. She loves food, and her husband, a lot. So I'm surprised when she turns out to be smaller than I expected. She's dressed like an art student, not a former art-history professor-little white T-shirt. black jeans, and chunky black shoes. Her hair is >



### New Brand of Scholarship Mixes Experience, Expertise continued From Preceding Page

red-no, more like burgundy, real- the model, trying to put together been an attempt to understand why I've ever written," she says. The

I want a piece of cake. But she orders coffee only, so I do the

A working-class girl from the Bronx makes it. She's a tenured art-history professor. She travels in tony circles, speaks at museums. jets to France to do her research.

But it's not enough. She feels constrained. Bored, even. She writes, but she's not really there in the work, on the page. She's had enough of great male artists. She wants to write about women. working women-the models whose faces and bodies are immortalized, but whose names are lost to history.

Victorine Meurent, the model for some of Edouard Manet's greatest paintings, haunts her. Meurent is "Olympia," the redhead who reclines, nude, and stares at the viewer. She is neither brazen nor ashamed. She can say Yes or No. The decision is hers.

In 1987, Eunice Lipton went to Paris to research the life of Victorine Meurent. When she returned, she made a sudden decision: to quit teaching at the State University of New York at Binghamton and to become a full-time writer.

"I began to hear voices within myself that were fun, and sexy, much more fun than I'd been hearing in my life as an art historian," she says.

### From the Bronx to Success

Her forthcoming book, Alias Olympia: A Woman's Search for Manet's Notorious Model and Her Own\_Desire (Charles Scribner's Sons), sets those voices free. The book traces Ms. Lipton's career as an art historian, from a disapproving Bronx home to scholarly suc- of Westerns (Oxford University tressed," she reflected on the powcess. She takes the reader inside Press, 1992). "In a sense my en- er relations in the classroom. "It's

art historians.

The book is a bold example of a ly.' new kind of scholarship that freely creates fictional scenes and invents imagines as a strong-willed Bohemian woman who lived a dignified life even after her years as a model

For Ms. Lipton and other femi-

As a tenured professor, Ms. mixes personal elements and re- Tompkins did not have to worry search expertise. Ms. Lipton about losing professional standing pushes the boundaries further. She by publishing an unorthodox book. But she was still nervous, fearing lovers for the model, whom she that it would satisfy neither a scholarly nor a popular audience.

group made up of Duke colleagues. each of whom is working on a personal project. They include Marnists, the division between personianna Torgovnick of the English

"The move to autobiography is almost never

accompanied by any real analysis of what an individual's position in a culture or society is."

al writing and scholarship has always been tenuous. Now it is

scholars-women and men-are getting personal in print. The results are books like the latest by Jane Tompkins of Duke University, which has no footnotes but includes a portrait of her father-inlaw and stories from her volunteer

work in a homeless shelter. She is writing about Westerns. Ms. Tompkins, a professor of English, considers the "repression of emotion" central to Western novels and films. So she is up-front about her own visceral reactions to the works at hand, whether gripped by a Louis L'Amour chase scene or disturbed by the brutality to cat-

tle in the film Red River. "I am simultaneously attracted and repelled by the power of Western heroes, the power that men in our society wield," she writes in West of Everything: The Inner Life

department, who is writing a book of autobiographical essays, and Albreaking down, and a variety of ice Kaplan of the Romance-studies department, whose forthcoming book deals with her life as a student

### An 'Impersonal' Tongue

Ms. Tompkins is something of a pioneer in the use of autobiographical elements in her scholarly writing. In a 1987 New Literary History essay called "Me and My Shadow," since anthologized twice, she described academic writing as a "straitiacket" that kept women from writing in their true voices.

"It is a tenet of feminist rhetoric that the personal is political, but who in the academy acts on this where language is concerned?" she writes. "We all speak the father tongue, which is impersonal, while decrying the father's ideas."

In a 1990 College English essay called "Pedagogy of the Dis-

the pieces of a life ignored by most men act the way they do and to essay will be part of her next book. come to terms with it emotional- tentatively titled A Life in School. in which she explores her own schooling, as well as the values she embodies as a teacher.

She presented an excerpt, on her ambivalent relationship to the poetry of T. S. Eliot, at December's meeting of the Modern Language Association. Like her other per-She drew support from a writing sonal work, it is suffused with regret about choices made and unmade, and professional roles that never quite meet her needs. Telling these stories "saved my life," Ms. Tompkins says.

"I couldn't stay here if I couldn't

Nancy K. Miller understands. She, too, writes about her anxieties as a teacher and the way in which feminism has shaped her life and work, in Getting Personal: Feminist Occasions and Other Autobiographical Acts (Routledge, 1991). Ms. Miller is a professor of English at the Graduate Center of the City University of New York.

Her book calls for "autobiographical criticism," a form that she believes can be both intellectunlly sophisticated and personally involving. Clearly, many scholars are listening. Due out later this year from Duke University Press is a collection of essays called The Intimate Critique: Autobiography as Cultural Criticism. A second. similar collection is in the works. And a collection of autobiographical essays by Jewish intellectuals will be published next year.

Writing between two worlds and about multiple identities is a com- our lives in a postcolonal work mon theme of the new writing, which is inspired by the work of arrangements for the funeral be such authors as Adrienne Rich and Salman Rushdie.

Born to an American father and a Japanese mother, Norma Field re- and its histories and rituals. the frustrations of her research on gagement with the Western has had more impact than anything year in 1989. Ms. Field, an asso- of law at the University of Wixe

cinte professor of East Asia L guages and civilizations at the type of Chicago at the type of Chicago at the type of Chicago at the type of the control of th versity of Chicago, watched to ily's history and its impact on her acy of its role in World Wal The Alchemy of Race and Rights played out during the draste. (Harvard University Press, 1991). death watch for Emperor Hings 1 The book is one of several recent works that expand legal writing to

### Memory and Stories

In the Realm of a Dying Engl. personal testimonials. or: A Portrait of Japan at Cit.

Ms. Williams argues that typical ry's End (Pantheon, 1991) require the personal veiting gives short shrift to a personal voice, Ms. Fielder personal experience, especially the ally decided, to be more than and experiences of black women like litical tract or an exercise in land browse at a bushing. "Japan was a society of denied the chance to browse at a found more and more troublescent of the story in the sto if not repugnant," she says. "Idi: she wanted to include the story in a also had an enormous personic legal essay, the editor told her that mentioning her race was against tachment to the country." editorial policy and had to go.

"My purpose is to set up a con-

versation about what gets lost in

certain legal discussions," she

David Simpson of the University

of Colorado at Boulder is suspi-

cious of the personal tone to schol-

arly writing, which he considers to

healthler to acknowledge

ers who identify with the writer,

says Mr. Simpson, a professor of

to autobiography is almost never

their own selves,'' she says.

than to repress it."

<sup>culture</sup> or society is.''

had an impact as well.

relevance to a wider audience.

Suspicious of the Personal

The book intersperses In Field's family memories with the stories of three contemporary is anese citizens who have charge: challenge the uniformity of the says. "These stories cannot be told prosperous society. Writes It Field: "I need to remember wal" came to know of their lives ha familiar and strange, to learnize imagine it against the contine celebration of coercive consent. on one side of the Pacific at mounting fury over waring s

be an evasion of politics. He detects two strands. One invokes premisely on the other." "liberal authenticity" and can be His father's funeral figures of reduced to a statement like "I felt nificantly in a new book by Kwa it, therefore it is true." The second Anthony Appiah, professor d strand, which he chalks up to "na-Afro-American studies at Hand ive identity politics," comes to University. In My Father's How mean this: "I felt it. I am white. Africa in the Philosophy of Char. Therefore, this is what white peo-(Oxford University Press, 1981; ple feel." explores the shifting identificate Personal writing can inspire othdescribe the once-colonized percentage of Africa. Born to an upperda family in Ghana, educated in Eq. "We're acknowledging land, and teaching here, Mr. A that there is an piah embodies the "multiplicity" autobiographical basis to he writes. Family arguments of the work we do. It's lighted strains in Ghanaian soci

its aspirations to modemizable

hetween its tribal and state leads.

English at the University of Michi- Rich, Alice Walker, and Marge chance to try. The result-Transgan. "It's healthier to acknowledge than to repress it." Ms. Yaeger says friends were

taken aback when she began research on how childbirth is represented in literature, since she caninclude stories, anecdotes, and not have children. (She has adopted a daughter.) Now she deals with the matter directly, explaining that her "alienation from the birth plot" gives her a sense of the way muny men feel about a process

they watch but don't experience. In some cases, personal criticism makes sense as a way to analyze writing that is itself quite personal. Diane P. Freedman, an as- great risk," says Ruth Behar, assosistant professor of English at says of such writers as Adrienne and then tenure, gave her the ter she died.

Piercy. She includes her own poetry in the book as well.

The project began as a dissertation, which her advisers discouraged her from pursuing. But it has just been published as a book, An Alchemy of Genres: Cross-Genre Writing by American Feminist Poet-Critics (University Press of one of three editors of The Intimate Critique collection.

"For young untenured women, the personal voice is chosen with

lated Woman: Crossing the Border published this year by Beacon an artist. That's pretty good." Press, It describes Ms. Behar's relationship with a Mexican woman, whose life story she "translates" through the prism of her own experiences and scholarly expertise.

Ms. Lipton, too, has spent years trying to understand—and share the life of another woman, a model cover, and she's sure she's going to Virginia). Ms. Freedman is also who hoped for an artistic career of her own. She emerged only with fragments of a life, not the heroine for whom she had hoped. But she found that Victorine Meurent died in 1927, years later than most peociate professor of anthropology at ple had believed. And Meurent ex-Skidmore College, writes personal the University of Michigan. Re- hibited her own paintings four ly in discussing the poetry and es- ceiving a MacArthur grant in 1988, times. One was sold at auction af-

"She lived a long life," Ms. Lipton says proudly. "At 77 years old. With Esperanza's Story—will be she told a census taker that she was

For the writer, the long wait is nearly over. Alias Olympia comes out early next year. Returning to her apartment, she heads straight to her mailbox and discovers an envelope from her publisher. She's sure that it's a mockup of the book hate it. But when she opens the envelope, she's pleased.

She asks me what I think, Can I answer? Am I compromising my objectivity? Why do I have to speak

I tell her that I like the cover. I say good-bye. Then I leave, to have that piece of cake I've waited for all day.



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"My father's coffin traveled in under the tree that my English grandmother had planted the first time she visited that house (a tree where, as a child. I had pretended to be Tarzan, swinging from the branches, oblivious of the cultural politics of my play) and up onto this veranda, passing by the office where he had been Mr. Joe Applah, barrister and solicitor of the Supreme Court of Ghana.

---Kwame Anthony Appiah, professor of Afro-American studies at Harvard University. in In My Father's House: Africa in the Philosophy of Culture (Oxford University Press, 1992)



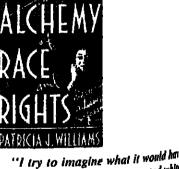
''I can't taste her New Year's seast this year. She would laugh and protest, earnestly too, if she heard me calling it a feast. I can't make anything, just the same old things, she would say, standing at the stove, stirring, stirring, whether tired, sick, or as happens most often, worry-filled—over fading business, distant grandchild, worm-eaten tree, slandered Socialists, alling goldfish, leaking roof, barbarous husband, wrongsized beans: so much care cooked into a pot, rising in the steam and into our nostrils, infecting us in turn with attachment to the world."

-Norma Field, associate professor of East Asian languages and civilizations at the University of Chicago, in In the Realm of a Dying Emperor: A Portrait of Japan at Century's End (Pantheon, 1991)



"When I think of the hero in this way, when I think of Shane or Thomas Dunson or Ethan Edwards, the tough lonely men who lord it over others in countless films, my throat constricts. So much pain sustained internally and denied. So much suffering not allowed to speak its name. When he rides out of town at the end, the hero bears his burden by himself. When I think of how he feels, no words coming out, everything closed inside, the internal bleeding, the sadness of the genre is terrible, and I want to cry."

-Jane Tompkins, professor of English at Duke University, in West of Everything: The Inner Life of Westerns (Oxford University Press, 1992)



man buy me, after a fight with his mother about prolonged bachelorhood. wonder what it would have been like to have a thirty-five-year-old man own the secrets of my puberty, which he to prove himself sexually as well as to increase his livestock of slaves. l imagine trying to please, with the yearning of adolescence, a man who truly did not know I was human, whose entire belief system resolutely defined a as animal, chattel, talking cow."
—Patricia J. Williams, professor of her

> in The Alchemy of Race and Right (Harvard University Press, 199

been like to have a discontenied while

at the University of Wiscollin

Scholars defend the work on another count: It's honest. "We're acknowledging that there is an autobiographical basis to the work we do," says Patricia Yaeger, associate professor of

### National Academy of Sciences Elects 59 Members, 14 Foreign Associates

The National Academy of Sciences has announced the election of 59 new members and 14 foreign associates from 11 countries in recognition of their distinguished and continuing research achieve-

Jan D. Achanbach, professor of engineer-ing and director of the Center for Quality Engineering and Failure Prevention, Northwestern U.

Thomas J. Ahrons, professor of geophys-ics, California Institute of Technology, Ahram Amsel, professor of psychology, U,

of Texas at Austin.

Neat R. Amundson, professor of chemical engineering and of mathematics, U. of

Hans C. Anderson, professor of chemistry, Stanford U., and deputy director of the Stanford Center for Materials Research (Stanford, Cul.).

In

the race

to send

and receive

student

transcripts,

some people

are getting

carried

away.

James G. Anderson, professor of atmos-pheric chemistry, Harvard U. George E. Bruening, professor of plant pa-thology and biochemist in the Agricultur-al Experiment Station, U. of California at

Donald L. Burkholder, professor of mathe-matics and statistics, U. of Illinois at Ur-bana-Champaign.

John D. Corbett, professor of chemistry,

Anthony S. Fauel, chief of the Laborators of Immunoregulation and director of the National Institute of Allergy and Infec-tions Diseases, National Institute of

Yuan-Chen B. Fung, professor of bidengi

neering and applied mechanics, U. of Cal-ifornia at San Diego.

Robert G. Gallager, professor of electrical

U. William T. Greenough, professor of psy-

oana-champaign.

Carol A. Gross, professor of bacteriology.
U. of Wisconsin at Madison.

Martin C. Gutzwiller, research staff member, Thomas J. Watson Research Center of the International Business Machines.

Corporation (Yorktown Heights, N.Y.), and editing professor of metallurgy. Coand adjunct professor of metallurgy, Co-

lohn G. Haraanyl, professor emeritus economics. U. of California at Berke-

James J. Hackman, professor of economics, U. of Chicago.

Stephen F. Helnemann, director and professor in the Molecular Neurobiology Laboratory. Salk Institute (La Jolla,

Thomas J. Kelly, Jr., professor and chair of Christopher F. McKes, professor of R., and astronomy and director of the S. Sciences Laboratory, U. of Caldens, Berkeley.

enry W. Kendall, professor of physics, Massachusetts Institute of Technology. Hana Kende, professor of hotany and plant Steven L. McKnight, staff member, (2) pathology, Michigan State U. Robert S. Langer, professor of chemical

and biochemical engineering. Massuchuselts Institute of Technology.

John H. Law, professor of biochemistry and director of biotechnology. U. of Arizona.

Ronald D. Lae, professor of demography and economics, U. of California at Berke-

Olga F. Linares, research scientist, Smith-sonian Tropical Research Institute (Bul-boa, Panuma).

Steven L. McKnight, staff member (12)
gic Institution of Washington, addratigator. Howard Hughes Medical ttute (Bethesda, Md.).
Henry Metzger, chief of the sector of
chemical immunology in the arbitrarheumatism branch and director of the
tramural research program in the Noal Institute of Arthritis, Musclotice,
und Skin Diseases, National Indian,
Health.

Sunta Cruz.

Bort W. O'Malley, professor and chiracell biology, Baylor College of Mesca Thomas D. Pollend, professor of cellicity and anatomy, Johns Hopkins II Stanley B. Prusiner, professor of cost one, virology, and blochemistry. U California at San Francisco.

Randy W. Sohekman, professor of the chemistry and head of the divisionth, chemistry and molecular biology. If California at Berkeley, and invener Howard Hughes Medical Institute thesda. Md.).

Stunt F. Schlossman, professor decided.

Stuart F. Schlossman, professor of ac-cine. Harvard U., and chief of the sion of tumor immunology and ima-therapy. Dana-Farber Cancer late.

Richard R. Schrock, professor of des i

ogy.

George E. Seldel, Jr., professor of photogy. Colorado State U.

Paul 6. Sigter, professor of motodate physics and biochemistry, Yak U. ainvestigator. Howard Hughes Medils attute (Bethesda, Md.).

Suaan Solomon, senior scientista the transpart of benefits for Netignal forsi.

der, Colo.).

JoAnne Stubbe, professor of chairs.
Massachusetts Institute of Technists
F. William Studler, senior blookrat.
Brookhaven National Laborator (bton, N.Y.).

Harry L. Swinney, professor and directal the Center for Nonlinear Dynamics.

Texus at Austin.

Jan Tauo, professor of physics and reneering, Brown U.
George A. Thompson, professor carisof geophysics. Stanford U.

Wytto W. Vale, professor and heal of the Clayton Foundation Laboratoris is
Peptide Biology, Salk Institute (Laba).

Peter M. Vitousek, professor of bideside sciences, Stanford U.
Bert Vogelstein, professor of oscore
Johns Hopkins U.

Yale U.

Raymond L. White, professor of heart netics, U. of Unh, and investigated the heart heart heart heart, Md.).

David J. Wineland, fellow. National is tute of Standards and Technology fair der, Colo.).

ain).
Cornells T. deWit, the Netherlands; policy of theoretical production. Aries at U. of Wageningen.
Jacques Friedel, France: professor on tus of physics, U. of Paris. Stephen W. Hawking, Britain; professor mathematics, Cambridge U. Paul F. Hoffman, Canada: research of tist, Geological Survey of Canada. Robert Moc. May, Australia; research feasor. Oxford U. and Imperial Collyfessor. Oxford U. and Imperial Collyfessor. Oxford U. and Imperial Collyfessor.

London (Britain).

Ernesto A. Medina, Venezuela; seier it searcher, Venezuelan Institute for Sinstean (Britain).

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### THE ABE FELLOWSHIP PROGRAM

The Social Science Research Council (SSRC), the American Council of Learned Societies (ACLS), and the Japan Foundation Center for Global Partnership (CGP) are now accepting applications for the 1992-1993 Abe Fellowship Program. The Program's aim is to encourage international multidisciplinary research on topics of pressing global concern in order to foster development of a new generation of researchers interested in longrange policy-relevant topics. The Abe Fellowship Program seeks especially to encourage a new level of intellectual cooperation between Japanese and American research communities in order to build an international network of scholars committed to and trained for advancing global understanding and

- Abe Fellowships are designed to provide support for Japanese and American research professionals with a doctorate or with an equivalent level of professional training as well as third country nationals affiliated with an American or Japanese Institution, Applicants should be interested in conducting research in the social sciences and the humanities relevant to any one or combination of the following themes: global issues, problems common to advanced industrial societies, and issues that relate to improving U.S.-Japan relations.
- Abe Fellows will be eligible for up to 12 months of full-time support although tellowship tenure need not be continuous. Terms of the fellowship are flexible, and are aimed at meeting the differing needs of Japanese and American researchers at different stages in their careers.
- Fellows will be expected to affiliate with an American or Japanese institution appropriate to their research aim, and the Fellowship will typically be used for extended residence in the country of study and research.
- Application forms may be obtained from the Social Science Research Council and must be accompanied by a ten page statement of the proposed research activity. The deadline for submission of applications is September 15, 1992. The awards will be announced by the end of November for the 1993-94 year. For further information about eligibility or to request an application contact:

The Abe Fellowship Program The Social Science Research Council 695 Third Avenue, New York, NY 10158 Tel: (212) 661-0280 Fax: (212) 370-7896

### Applications are Invited for 24 Ph.D. and 6 Master's Fellowships for 1992-93 at University of North Texas School of Library and Information Sciences

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Faculty for Schools of Library and Information Studies (6)

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All fellowships have been awarded to University of North Texas School of Library and Information Sciences by the U.S. Department of Education under Title IIB of the Higher Education Act. All Ph.D. applicants must meet the admission requirements of the school's interdisciplinary Ph.D. program in information science. Preference will be given to candidates who have demonstrated prior interdisciplinary educational work or research experience. All master's applicants must meet the admission requirements for the Master of Science Degree program. Applications will be considered as received, with deadline for applications June 15, 1992.

Recipients will receive:

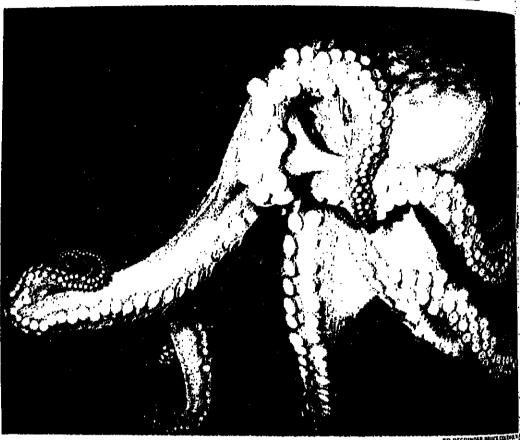
- 1. \$7.400 stipend for Ph.D. and \$5,400 for Master's
- 2. Tultion for fall, spring, and summer terms 3. Related costs for participation in program, including travel to national association meetings.



For information regarding fellowships, contact:
University of North Texas School of Library and Information Sciences P.O. Box 13796, Denton, Texas 76203 or call (817) 565-2445 [Fax (817) 565-3101]

### RESEARCH NOTES

- Octopuses are shown to learn behavior through observation
- Salamanders are found to survive with extra chromosomes
- Plant is genetically aftered to produce biodegradable plastic
- Study shows people prefer spouses who confirm self-image
- Survey finds Russians divided on merits of foreign investment



gling of genes from their mates.

in experiments with "Octopus vulgaris." the animals that watched a certain task learned it more quickly than the ones trained to perform it.

Two scientists in Italy have of such learning in the natural envidiscovered that octopuses, like ronment of octopuses." humans, can learn new behavior by watching others.

Researchers had long believed that invertebrates, particularly those that, like octopuses, do not live in social groups, could learn only through direct experience.

But in the April 24 issue of Science, Graziano Fiorito of the Stazione Zoologica A. Dohrn in Naples and Pietro Scotto of the University of Reggio Calabria in Catanzaro said that their experiments with Octopus vulgaris, the common octopus, showed that such invertebrates could learn merely by watching the actions of others of their species.

In their study, the scientists trained a group of octopuses to select one of two balls, colored red or white, that were presented simulta-

A second group of octopuses was allowed to watch the training. The scientists say the rapid head ers in the second group showed that they were paying close attention. In fact, when tested one and five days after the training period, the octopuses that were strictly observers were found to have learned the tasks more rapidly than those that had actually undergone the training.

The scientists said their findings were especially interesting because of the highly developed brain of the octopus and "its intriguing analogies with the neural organization of vertebrate brains," They added that the experimental results also

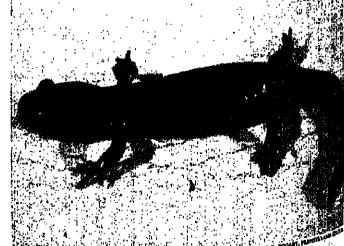
lineage of Mexican fish, a spiri previously thought by scientil be the oldest-known uniscusia --KIM A. MCDONALD tebrate.

Beenuse of their extra & chromosomes, the salamania Most vertebrate animals that males produce clones-offen acquire extra sets of chromothat are exact duplicates of the somes are unable to survive. other and of their mother. But a team of biologists has discovered that some female North

"A rare genetic mutation have caused these salamando American salamanders with that reproduce by cloning," said is trait have thrived and remained ge-R. Maxson, a professor of ball netically unchanged for four milat Penn State and one of the lion years, because their extra thors of the report. chromosomes can prevent the min-"These salamanders need#

from males of any of the re The biologists, from Pennsylvaspecies living nearby only with nia State University and the Unilate the growth process by pa versity of Guelph in Ontario, said trating their eggs," she in the April 23 issue of Nature that "but almost never do the the unusual female salamanders contribute any genetic make "represent the most ancient known unisexual vertebrate linthe cggs."

The scientists estimated like eage." That makes the lineage 40 times as old as the 100,000-year-old of the lineage of salama



This North American female salamander represents raise questions "about the function the "most ancient known unisexual vertebrate lineage."

which are all members of a genus called Ambystoma, by studying the rate of genetic mutation in the animal's mitochondrial DNA, a type of genetic material transferred unchanged from mother to daughter. In vertebrates, mitochondrial genes develop mutations at a fairly regular rate, so that the number of mutations give a picture of a lin-

"Nobody expected the mitochondrial clock to tell us that these salamanders are four million years old, but that was the result," said S. Blair Hedges, a postdoctoral research associate at Penn State The scientists said further study

of the salamander lineage's ability to survive, in spite of its extra set of chromosomes, could improve the understanding of human fetal de-

"If a human fetus were to acquire so many extra chromosomes, it would simply fail to survive. said Ms. Maxson. "Understanding how these salamanders can function normally with lots of extra chromosomes may eventually help us understand more about fetal development in humans." —K.A.M.

Scientists have been able to iller the genes of a plant to make it produce a biodegrad-

Many species of bacteria create a biodegradable plastic, called polyhydroxybutyrate, that can be molded with heat. But at about \$12 a pound, the plastic that can be produced by fermenting the bacteria is too expensive to be practical.

Now scientists have taken a first step toward harvesting the plastic from plants by taking the bacterial genes used to create the plastic and inserting them into plants.

Christopher Somerville, a professor of botany at Michigan State University, with colleagues there and at James Madison University, reported the advance in the April 24 issue of Science.

The scientists put two key genes for the plastic into plants of the species Arabidopsis thaliana. The plants are frequently used for research because they grow and reproduce rapidly. Each gene was introduced separately into a line of the plants and then the lines were

cross-fertilized to create a hybrid. Only about 0.1 per cent of a hybrid plant's weight is plastic, but the scientists said that with further tinkering it should be possible to create plants that make the plastic more efficiently.

Michigan State University has iled for a patent on the process. William Happer, the director of the Department of Energy's Office of Energy Research, which supported the experiments, said the results hold "tremendous promise for commercial applications."

The research, Mr. Happer said, opens the way to making plastic without using fossil fuels and to al-<sup>tering</sup> plants to make other kinds of useful materials.

-DAVID L. WHEELER

People with negative selfconcepts tend to be drawn to spouses who think poorly of them, according to a newly published study by three psycholo-

In a report in the current (March) issue of Psychological Science, the journal of the American Psychological Society, William B. Swann. Jr., and Chris De La Ronde of the University of Texas at Austin and Gregory Hixon of the University of Connecticut noted that, despite a large body of literature indicating that people seek approval in their social relationships, some recent research suggested that they also want confirmation of their views of

themselves. The researchers also noted that, while laboratory studies have shown that people with firmly held negative self-images tend to prefer positive self-concepts, those interaction with partners who view them unfavorably, no research has of them were most committed to laboratory.

his colleagues recruited 95 married couples from a shopping mall and a horse ranch in central Texas. Three batteries of tests were administered to the couples, measuring each person's self-concept, opinion of his or her spouse, and commitment to the marriage.

The researchers found that, among those people with a negative self-image, the ones with the partners whose opinion of them confirmed that view expressed the marriages. The researchers also found that, among the people with whose spouses thought favorably

another by their partners' apprais-

The researchers cautioned that their study measured only correlations and should not be read to suggest that a spouse's opinion was the reason for a person's commitment to his or her marriage.

-ELLEN K. COUGHLIN

Russians are sharply divided over the benefits of foreign investment in their country, a new study has revealed.

In a survey of nearly 2,000 Russians conducted in January and February, 52 per cent of the respondents said they believed such tested that tendency outside the their marriages. Those with moder- investment would improve the threat to their security than foreign ate views of themselves did not ap- economy, while 40 per cent said invasion.

For their study, Mr. Swann and pear to be influenced one way or they feared foreign investment would lead to a loss of Russian control over the economy.

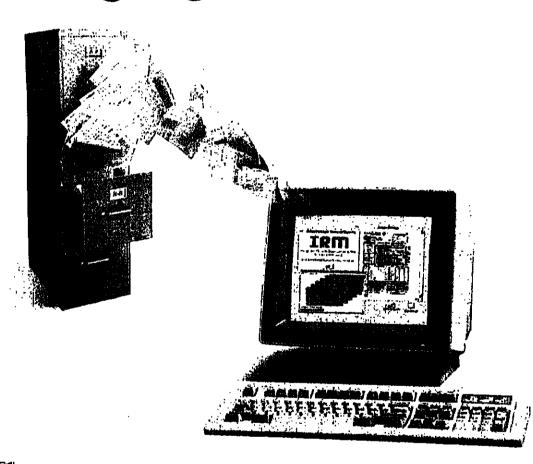
The survey, the results of which were released by Emory University, was directed by Ellen Mickie-

wicz, a political scientist there. Forty-four per cent of the survey's respondents opposed all foreign investment in the Russian oil, gas, and mineral industries; some 40 per cent were opposed to such investment in newspapers, radio, or television.

A comparative survey in Decemher and January of nearly 4,000 people in Russia, Ukraine, and Uzbekistan revealed that a majority of respondents in all three states saw internal political unrest as a greater

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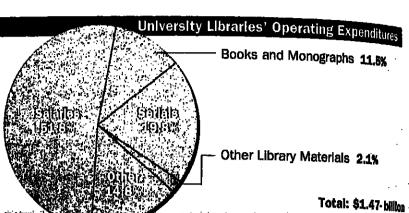


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### **Holdings of Research Libraries** in U.S. and Canada, 1990-91

Harvard U					Total staff	Total expenditures <sup>2</sup>			Renk	in library	added	sorials	Total staff	etpi
at Borkoloy	1	12,169.049	402,984	96,704	1,134	\$50,249,192		U. of Mlaml	73	1.739,855	51,526	18,349	239	\$10,4
Vala 11	2	7,697,027	188,270	87,530	776	32.723,415		U. of California at Irvine U. of South Carolina	74 75	1,500,867 2,476,527	52,251 48,443	19,522 20,552	234 208	12,0
Yale U	3	9,013,561	166,244	52,210	689	30,151,200		U. of Nebraska	76	2,059,989	49,193	20,776	211	
at Los Angeles	4	6,179,973	179,309	96,723	662	31,926,086		U. of Rochester State U. of New York	77	2,734,373	52.816	13,199	230	8,8
U. of Toronto U. of Illinois	5	6,091,828	188,691	39,016	692	28,430,815		at Stony Brook	78	1.752,232	52,243	20,841	222	9,5
at Urbana-Champaign	6	7,918,951	170,493	91,017	502	19,482,434		lowa State U	79 80	1,914,946 2,352,547	44,848 32,829	21,467 16,733	227 255	9,8 9,7
U. of Michigan U. of Texas	7 8	6.579,152 6,505,219	128,783 215,341	70,157 52,182	619 596	25,759,418 19,447,403		Dartmouth College	81	1,873,324	52,880	21,083	185	
Stanford U. 3	9	5,987,592	142,689					Temple U. 3	82	2.107.910	48,862	15,414	220	9,7
Columbia U	10 11	6,142,293	122,219	60,764	633	25,396,688		Southern Illinois U	84	2.144,277	50,092	17,831	234	
U. of Washington	12	5,065,669	153,014	53,408	511	22,379,841		institute and State U.	85	1,754,830	54,735	16.265	230	9,1
								McMaster U	86	1,596,911	46,214		207	9,9
Indiana U	15	<b>5,099,2</b> 50	156,020	38,782	526 475	24,386,140 19,931,037		Kent State U. 3 U. of Oregon	87 88	2,428,223 1,931,789	47,639 48,250	14,038	252	8.1 8.9
Princeton U	16 17	5,328,849 4,839,356			389 390	16,083,176 18,748,412	:	U. of Waterloo 3	89	1,625,111	44,707	15,364	199	9,3
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Ohio State U	21	4,517,095	99,734	32,151	474	17,020,796	:	U. of Manitoba	93 94	2,445,150 1,552,507	47,960	13.807	186	8,0
U. of Arizona	22 23	3.856,378 3,817,361	112,134 128,928	39,223 31,919	391 376	15,435,157 14,708,494		U. of Alabama	95	1.863,474	53,318	17,945	182	
U. of Pennsylvania	24	3,756,762	95,668	32,118	388			U. of Utah	96	1.870,457	58,970	12,144	217	7,8
Arizona Stata U. 3	25 26	3,019,879 2,712,934	108,398	22,729	406	18,607,619	:	Colorado State U	98	1.372,670	153,978	11,730	137	7,5 6,7
New York U	27	3.151,486	74,899	28,817	438	19,129,172		U. of Guelph Oklahoma State U. <sup>3</sup>	99 100	1,964,118 1,595,257	63,702	13,473 18,276	160 186	
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U. of Alberta <sup>3</sup>	31 32	3,550,250 3,179,572		37,054 23,096	353 377	14,262,619	!	State U. of New York		1,910,286	48,897			
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Wayne State U	36 37	2,685,444 2,578,970	67,119 205,836		358 238	15,231,319		Rice U.	107	1,648,921 1,501,162	27,927 39,884	14,862 12,340	128	6.4
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at Buffalo	45	2,654,744	69,519	23,292	289	12,306,444	:. :	Boston Public Library		5.904,605	260,673	16,923	588	\$28.4
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Nashington U	48	2,642,917	88,821 70,31 <b>6</b>	19,092 18,931	301 266	11,901,787 12 316 487		Center for Research Libraria	· Ott	2,305,513	53,599	30,474	225	22,19
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J. of Western Ontario	53	2.011,123	68,608	17,033	287	12,489,462 12,226,627		Beltsville, Md.			-		235	16.79
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J.   9   5,987,592   142,689   Columbia U.   10   6,142,293   122,219   Cornell U. 3   11   5,344,461   145,157   U. of Washington   12   5,085,669   153,014   U. of Wisconsin   13   5,133,457   11,900   U. of Wisconsin   13   5,133,457   11,900   U. of Minnesota   14   4,761,630   17,678   Indiciana U.   15   5,099,250   156,020   U. of Chicago   16   5,328,849   140,573   Princeton U.   17   4,839,356   135,239   Princeton U.   19   4,016,036   167,705   Rutgers U. 3   20   3,302,416   97,801   Chic State U.   21   4,517,095   99,734   U. of North Carolina   22   3,856,378   112,134   U. of Arizona   23   3,817,351   128,928   U. of Prinsylvaria   24   3,756,762   95,668   U. of Edish Columbia   25   3,019,879   108,398   Arizona State U.   27   3,151,486   74,899   U. of Florida   28   2,966,891   10,489   U. of Goorgia   30   2,988,339   79,535   Northwestorn U.   31   3,560,250   85,912   U. of Alberta   32   3,179,572   88,920   U. of Virginia   33   3,286,649   93,717   U. of California   32   3,179,572   88,920   U. of California   34   2,056,113   123,304   Johns Hopkins U.   35   2,902,881   75,729   U. of California   36   2,868,494   93,717   U. of California   37   2,578,970   205,838   U. of Maryland   42   2,119,523   71,330   U. of Connecticut   46   2,323,672   83,526   Warderbilt U.   47   1,981,132   88,821   Washington U.   48   2,642,917   70,614   U. of Maryland   42   2,119,523   71,330   U. of Connecticut   46   2,323,672   83,526   Warderbilt U.   47   1,981,132   88,821   Washington U.   48   2,642,917   70,614   U. of Maryland   42   2,119,523   71,330   U. of Connecticut   46   2,323,672   83,526   Warderbilt U.   47   1,981,132   88,608   U. of Wastern Ontario   53   2,011,123   68,608   U. of Wastern Ontario   54   2,494,40   64,818   64,918   64,924   64,9	Stanford U	Stanford U. 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	Renk <sup>1</sup>	Volumes In library	Volumes added	Current sorials	Total Stell	Te
U. of Miami	73	1.739,855	51,526	18.349	239	\$10,47
U. of California at Irvine	74	1,500,867	52,251	19.522	234	12,07
U. of South Carolina	75	2,476,527	48,443	20,552	208	8,48
U. of Nebraska	76	2,059,989	49,193	20,776	211	8,85
U. of Rochester	77	2.734,373	52.816	13,199	230	8.83
State U. of New York	70	4 750 000				
at Stony Brook	78	1.752,232	52,243	20,841	222	9,54
lowa State U	79	1,914,946	44,848	21,467	227	9.88
Syracuse U	80	2,352,547	32,829	16.733	255	9,71
Dartmouth College	81	1,873,324	52,880	21,083	185	8,97
[emple U.3	82	2.107.910	48,862	15,414	220	9,79
Queen's U. (Kingston)	83	1,838,616	44,270	15.866	206	10,15
Southern Illinois U Virginia Polytechnic	84	2.144,277	50,092	17,831	234	8,47
Institute and State U.	85	1,754,830	54,735	16,265	230	9,14
McMaster U	86	1,596,911	46,214	15,291	207	9,97
Kent State U. 3	87	2,428,223	47,639	14,038	252	8.19
U. of Oregon	88	1,931,789	18,250	18,776	217	8,94
U. of Waterloo 3	89	1,625,111	44,707	15,364	199	9,38
Tulane U. 3	90	1,851,203	50,735	17,236	185	8,24
Washington State U	91	1,644,342	39,714	23,017	209	8,61
U. of Saskatchewan	92	1,459,334	65.368	13,700	181	8,63
U. of Massachusetts	93	2.445,150	47,960	13.807	186	8,05
U. of Manitoba	94	1.552,507	41,785	12,465	228	9,82
U. of Alabama	95	1.863,474	53,318	17.945	182	7,75
U. of Utah	96	1.870,457	58,970	12,144	217	7,83
U. of Oktahoma	97	2,335,957	44,814	17,440	189	7,55
Colorado State U	98	1,372,670	153,978	11,730	137	6,70
U. of Guelph	99	1,964,11K	63,702	13,473	160	6.70
Oklahoma State U. 3	100	1,595,257	67,480	18,276	186	7,07
North Carolina Stato U. U. of California	101	1,407,875	42,710	16,860	219	8,64
at Riverside State U. of New York	102	1,916,286	48,897	12,483	170	7,56
at Albany <sup>3</sup>	103	1,310,993	43,164	17,218	177	8.45
Case Western Reserve U. Georgia Instituto	104	1,732,430	36,320	15,311	168	7.48
of Technology	105	1.697.021	49,940	22.227	110	5,52
U. of Houston	106	1,648,921	27.927	14.862	197	6,91
Rice U	107	1,501,162	39.884	12,340	128	6,40

	Volumes in library	Yolumes edded	Current serials	Total staff	Tatal
Boston Public Library Canada Institute for Scientific and Technical Information.	5.904,605	260,673	16.923	588	\$28,421,160
Ottawa, Ontario Center for Research Libraries,	2,305,513	53,599	30,474	225	22,198,937
Chicago Library of Congress,	3,017,716	46,296	13,548	72	2,900.444
Washington Linda Hall Library,	22,036,877	289,446	150,000	5,045	307,102,000
Kansas City, Mo. National Agricultural Library,	663,372	16,100	12,800	61	3,548,000
Beltaville, Md. National Library of Canada,	2,104.735	38,054	23,010	235	16,798,000
Ottawa, Ontario National Library of Medicine.	1,461,485	117,530	45,429	498	31,585,432
Bethesda, Md. New York Public Library,	2,000,511	43,237	27,405	289	23.670,336
New York	6,624,748	125,459	156,615	801	38,149,640 ·
Albany, N.Y.	2,177,147	27.214	20,250	208	9,960,650 5,956,168
Newberry Library, Chicago Smithsonian Institution,	1.439,324	6,297	6,297	107	
Washington 3	1.120,741	21,391	14,383	125	5,606.502

**NEW SCHOLARLY BOOKS** 

Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approximate. Some publishers offer discounts to scholars and to people who order in bulk.

Experiencing Ritual: A New Interpreta-tion of African Healing, by Edith Turner and others (University of Pennyylvania Press; 239 pages; \$33.95 hardcover, \$14.95 paperback). Describes the Hamba healing ritual of the Ndembu people of Zambia, and discusses Ms. Turner's sighting of a spirit form while participating in the rite.

Institute of Keeping-White-Giving, by Annette B. Weiner (University of California Press; 245 pages; \$35 hardcover, \$13 Press; 243 pages; 353 inatocover; 243 paperback). Focuses on groups in Australia, Papun New Guinea, and other Oceanian countries in a study of how different cultures deal with possessions that either must not be given away or, if circulated, must eventually

return to the giver. tanguage Style and Social Space: Sty-liate Cholce in Suriname Javanese, by Clare Wolfowitz (University of Lilinois Press; 276 pages; \$29.95). Draws links between Suriname Javanese speakers' stylistic choices in language and their repertoire of different uses for household space.

On the Spanish-Moroccan Frontier: A Study in Ritual, Power, and Ethnicity, by Henk Driessen (Berg Publishers, distributed by St. Martin's Press; 248 pages; \$58). Combines anthropological and historical perspectives in a study sion on the coast of eastern Morocco

Pain as Human Experience: An Anthropological Perspective, by Mary-Jo DelVecchio Good and others (University of California Press; 221 pages; 333). Uses data from chronic-pain sufferers and pain clinics in the Northeastern United States to explore the tap between pain as a subjective experience and pain as a topic for medical and psychological theorizing.

The Scolal Production of Indifference: Exploring the Symbolic Roots of Western Bureaucracy, by Michael Herzfeld (Berg Publishers, distributed by St. Martin's Press; 217 pages; \$30.50). Formula 1985. cuses on modern Greece in a study of how bureaucratic indifference to the plisht of individuals and groups coexists with social values of democracy and egalitarianism.

American Bottom Archaeology: FAI-270
Site Reports, edited by Charlos J. Barcis and John A. Walthal (University of Stands) and Ste: The Sponemann Site: The Formative Emergent Mississippian Sponemann Phase Occupations (II-Ms-517), by Andrew C. Fortler, Thomas O. Maher, and Joyce A. Williams (384 pages; \$31.95). Reports on the excavation of sites affectports on the excavation of sites affected by the construction of Interstate Highway 270 on the Mississippi flood plain in Monroe, St. Clair, and Madison Counties, Ill.

Plants and Harappan Subsistence: An Example of Stability and Change from Roldi, by Steven A. Weber (Westview Press; 200 pages; \$48). Presents research on the diet and environment of ancient inhabitance of Carlotte Management

### ART AND ARCHITECTURE

Discrimination by Deeign: A Feminist Citique of the Man-Made Environment, by Leslie Kanes Weisman (University of Illinoisers Spatial aspects of class, racial and sayual discrimination class, racial, and sexual discrimination class, racial, and sexual discrimination through a study of the social and architectural histories of the skyscraper, maternity hospital, department store, shopping mall, nuclear-family "dream bouse," and public-housing high-rise apartment building.

A lank Ascanda, Teachers (Mark Special Control of the class of t

A lask Ascende: Florence Kate Upton, Arita and illustrator, by Norma S. Da-vis (Scarecrow Press; 240 pages; \$27.50). A biography of the American illustrator who lived from 1873 to 1922.

Puralistic Approaches to Art Criticism, edited by Doug Blandy and Kristin G. Congdon (Bowling Green State Uni-versity Popular Press: 135 nages:

\$29.95 hardcover, \$14.95 paperback). Includes original essays on new goals, directions, and applications in aca demic art criticism. Talga's True Views: The Language of Landscape Painting in Eighteenth-Century Japan, by Melinda Takeuchi (Stanford University Press; 230 pages;

\$45). Links the life and work of lke Taiga (1723-1776) to changes in Japa nese concepts of the artist and topographical painting.

### CLASSICAL STUDIES

The Fables of Phaedrus, translated by P. F. Widdows (University of Texas Press; 170 pages; \$27 hardcover, \$12.95 paperback). Translation of Latin writings by a first-century Macedo nian slave freed by the Roman Emper or Augustus.

Quido," by Glenn C. Altschuler and David I. Grossvogel (University of Illinois Press; 232 pages; \$21,95). Traces the nearly 40-year history of the week-ly television magazine and describes its forays into social and political is

Gender on the Line: Women, the Tolephone, and Community Life, by Lana F. Rakow (University of Illinois Press 184 pages; \$24.95). A study of telephone use among three generations of

Media Events: The Live Broadcasting of History, by Daniel Dayan and Elihu Katz (Harvard University Press; 320 pages; \$29.95). Explores the lurger cultural significance of live broadcasts of public spectacles from the Olympic Games to Sadat's journey to Jerusa-

Globalizing Research and Develop-ment, by Robert D. Pearce and Satwinder Singh (St. Murtin's Press; 256 pages; \$49.95). Uses data from 300

alization of NAD work by multinational enterprises.
Not Working: State, Unemploye

and Neo-Conservatiam in Canada, by Stephen McBride (University of Torunto Press; 259 pages; \$50 U.S. hardcover, \$19.95 U.S. paperbacki, Links the rise of unemployment in Canada since the late 1970's to policy makers' embrace of a monetarist economic

The Challenge of Educational Innova-tion and National Development in Southern Africa, by Dickson A. Munguzi (Peter Lang Publishing; 204 pages; \$41.95). Examines the relation-ship between educational innovation and economic, social, and political de velopment in the region.

### FILM STUDIES

Assault on Society: Satirical Literature to Film, by Donald W. McCaffrey (Scarecrow Press; 293 pages; \$35). A study of cinematic versions of Joyce

Heller's Catch-22. Nathanael West's Day of the Locust, and other works of satirical or darkly comedic literature. Hitchcock and Homosexuality: His 60-Year Obsession With Jack the Ripper and the Superbitch Prostitute—A Psychoanalylical View, by Theodore Price (Scarecrow Press; 434 pages; \$49.50). Explores recurrent themes of homosexuality, father-daughter relationships, and Jack the Ripper in Alfred Hitchcock's work, as well as the influence of German "netherworld-sex films" of the Weimar period.

nthony Eden: A Political Biography 1931-57, by Victor Rothwell (Man chester University Press, distributed by St. Martin's Press; 304 pages; \$79.95). Examines central aspects of the British statesman's career, includng his difficulties with Anglo-American relations and his handling of the 1956 Sucz crisis.

Arts of Power: Three Halls of State in Italy, 1300-1600, by Randolph Starn and Loren Partridge (University of Continued on Following Page

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### NEW SCHOLARLY BOOKS

Continued From Preceding Page California Press; 385 pages; \$65). De-scribes painted halls of state as strategic instruments of government and as shapers and reflectors of political ide-ology; decorated halls discussed are mbrogio Lorenzetti's Sala dei Nove in Siena: Andrea Mantegna's Camera Sala Grande in Florence.

The Deliberations of the Council of Four (March 24-June 28, 1919): Notes of the Official Interpreter, Paul Mantoux, edited and translated by Arthur S. Link with Manfred F. Boemeke (Princeton University Press; the two volume set has 1,283 pages and costs 599.50). Annotated translation of the French interpreter's transcriptions of Conference meetings of Woodrow Wilson, Georges Clemenceau, David 1.loyd George, and Vittorio Orlando.

The French Anarchist Labor Movement and "La Vie Ouvrière," 1909-1914, by Francis Feeley (Peter Lang Publi ing; 155 pages; \$36.95). A social history of a bi-weekly journal founded by a mall group of anarcho-syndicalists in

fritz Pollard: Ploneer in Racial Advancement, by John M. Carroll (University of Illinois Press; 328 pages; 532.95). A biography of the American ducer Frederick Douglass (Fritz) Pol-

In the Floating Army: F. C. Mills on itin-erant Life in California, 1914, by Gregory R. Woirol (University of Illinois Press: 184 pages; \$24.95). Draws on the journals and reports of a young Commission on Immigration and Housing to disguise himself as a hobo and collect information on the lives of itinerant workers.

Kingdom in Crisis: The Zulu Response to the British Invasion of 1879, by John Laband (Manchester University Press, distributed by St. Martin's Press; 283 pages; \$59.95). Discusses economic, military, political, and oth-er factors that hindered Zulu efforts to block the British invusion of their

Letters from New France: The Upper

edited by Joseph L. Peyser (University of Illinois Press; 264 pages; \$34.95) Translation of letters from French colonists in the Greut Lukes region.

The "Nozi Menace" in Argentina, 1931-1947, by Ronald C. Newton (Stanford University Press; 540 pages; \$49,50). Challenges previous accounts of the extent of Nazi activities and influence in Argentina, including efforts to influ ence the country's German-speaking population, government, military, and right wing.

Partisans and Progressives: Private interest and Public Policy in Illinois, 1870-1922, by Thomas R. Pegram (University of Illinois Press; 313 pages; \$42.50). Discusses bureaucrati and other harriers to Progressive reform efforts in the state.

Reaction and Reform: The Politics ( the Conservative Party Under R. B. Bennett, 1927-1938, by Larry A. Glassford (University of Toronto Press; 308 pages; \$45 U.S. hardcover, \$19.95 U.S. paperback). Examines the Depression-era economic policies o Canada's Conservative Party under the lendership of Richard B. Bennett Prime Minister from 1930 to 1935.

Recasting the Ruhr. 1945-1958: Manpower, Economic Recovery, and La-bour Relations, by Mark Roseman (Berg Publishers, distributed by St. Martin's Press; 374 pages; \$71.50). Discusses the postwor re-constitution of the work force in the German re-

The Rise and Fall of Philanthropy in East Africa: The Asian Contribution, by Robert C. Gregory (Transaction Publishers; 251 pages; \$32.95). Describes The activities of Indian and other South countries before the exodus of Asian settlers in the 1960's and 70's.

Bocial Work and Social Order: The Settlement Movement in Two industrial Cities, 1989-1930, by Ruth Hulchinson Crocker (University of Illinois Press; 364 pages; \$39.95). Explores is sues of ethnicity, gender, and race in a study of the personnel, programs, and social philosophies of seven settle-ment houses in Gary and Indianapolis, Ind.

**BECOMING SOMEBODY** 

Toward a Social Psychology of School

Philip Wester, University of Rochester, New York, with the assistance of

Warren Crichlow, June Kern, and Rebecca Matusewicz

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Transaction Publishers, Rutgers University, New Brunswick, N.J. 08903 U. of California Press, 2120 Berkeley Way, Berkeley, Cal. 94720 U. of Illinois Press, 54 East Gregory Drive, Champaign, III. 61820 U. of lowa Press, lowa 52242

U. of Pennsylvania Press, 418 Service Drive, Philadelphia 19104 U. of Texas Press, Box 7819, Austin, Tex. 78713 U. of Toronto Press, 10 St. Mary Street, Suite 700, Toronto M4Y 2W8 U. Press of Kentucky, 663 South Limestone Street, Lexington, Ky.

U. Press of Virginia, Box 3608, University Station, Charlottesville. Va

280 pages). Focuses on the colonial

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the concepts of wealth, poverty, and

civic virtue in Kiknyn political

thought; the two books are also avail-

able as a single hardcover volume for

Yellow Fever and Public Health in the

New South, by John II. Ellis (Univer-

sity Press of Kentucky; 233 pages;

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Understanding Conversion, by Karl F Morrison (University Press of Virginia; 268 pages; \$38.50). A study of 12thcentury concepts of the experience o religious conversion; also available Conversion and Text: The Cases Augustine of Hippo, Herman-Judal and Constantine Tsatsos (209 pages \$35 hardcover, \$14.95 paperback), a companion volume with three case studies of conversion.

Unhappy Valley: Conflict in Kenya and Africa, by Bruce Berman and John Lonsdale (Ohio University Book One: State and Class (\$19.95 pa perback, 223 pages); Book Two: Violence and Ethnicity (\$19.95 paperback,

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The Gospel of Scholarship: Plent ler and a Critique of Americanille anahip, including a Reprist of Ma "Introduction to Library Scient" Press; 366 pages; \$42.50). Abigs of the American library scholar lived from 1886 to 1953; descri his carly support for socialise methods in library science such

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rgaining for Life: A Social History of losis, 1876-1938, by Barbara The Borders of Nightmare: The Ré Bates (University of Pennsylvania Press; 435 pages; \$45.95 hardcover. of John Richardson, by Michael ley (University of Toronto Pro. \$19.95 paperback). Focuses on Phila pages; \$40 U.S. hardcover, [9] U.S. paperback). A critical gale the 19th-century Canadian wints lelphia and castern Pennsylvania in a study of the lives and treatment of tubercular patients during the period; gues that his novels Waroman's and The Canadian Brothers (192) fraws on the extensive correspon dence of Lawrence F. Flick, a physitublished a set of boundaries on cinn who was a leader in the national du's nutional literary discount campaign against the disease.

he Choice of Achilles: The Keek Figure in the Epla, by Susans the gren Wofford (Stanford Unic. Press; 536 pages; \$45). Diss. Homer's Hield, Virsil's Acad. Spenser's The Faerle Queens study of how epic poems often their expressed moral and part

The Fragrance of Sweet-Gress: Li Montgomery's Herolass and Sch sult of Romance, by Elizabeth Sch Epperly (University of Torontofs 275 pages; \$35 U.S.). Argus this Cuminst the worked both with against the conventions of the mance genre in novels that fact found and then fulfill the rossi reader's expectations; focusts a depictions of Anne Shirley, Each Starr, and other of her heroist

The Language of the Metaphykill ets, by Frances Austin St. Mrs. Press; 210 pages; \$351. Examini and the control of the control urative language, syntactical in ture, and versification in the wife the English Metaphysical Donne, Herbert, Crashaw, Yan

And Traherne.

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puges; \$32.50 hardcover, \$12.95ce
buck). Focuses on the writer Et
Broner, Dorothy Richardson, Nach
Shunge, Gertrude Stein, Monitorit
tig, and Virginia Woolf.

tig, and Virginia Woot.

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Twentleth Cen Discusses the work of Rudchfe bit Rosamond Lehmana, May Short Dorothy Richardson, and Anite State Stat

Spoon River Anthology As Anthology Edition, by Edgar Lee Masters, clar by John E. Hallwas (University dishocis Press; 464 pages; \$29,93). (1) children of the American writer, it ny Jonn E. Transaction 29,951. In nois Press; 464 pages; 329,951. In edition of the American writer; collection of verse epilaphs; decidential the hook's links to the work of M man. Browning, Goethe, Spinott, other influences.

This invisible Riot of the Mind Sent Johnson's Psychological Information of Gloria Sybil Gross (University Gloria Sybil Gross 198 pages Pennsylvania Press; 198 pages 25,95). Argues that Johasia and Sent State Johasia and Sybil Gross (Indiana Sybil Gross) (

Violence and Difference: giral, A ride, and Decensitudion, by July J. McKenna (University of July J. McKenna (University of

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musculinity, then combines Freudian

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Jacques Derrida.
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George Mills Harper (University of
lowa Press). Volume 1: The Automatic Script: 5 November 1817 to 18 June 1918, edited by Steve L. Adams, Bar-PSYCHOLOGY bara J. Frieling, and Sandra L. Spray-berry (565 pages; \$49.95). Volume 2: Criminal Behavior: A Process Psychology Analysis, by Nathaniel J. Pallone The Automatic Script: 25 June 1918 to 29 March 1920, edited by Steve L. Adand James J. Hennessy (Transactio 29 March 1920, edited by Sieve L. Adams, Barbara J. Frieling, and Sandra L. Sprayberry (596 pages; \$49.95). Volume 3: Sleep and Dream Notehooks, "Vision" Notehooks I and 2, and Card File, edited by Robert Anabeses, Martingh, and Margarah, Millingh, and Milli Publishers; 466 pages; \$34.95). Develons a general model of criminal behavor based on the tenets of social-learning theory, with a focus on the interaction of four "process elements"thony Martinich and Margaret Mills Harper (444 pages; \$49.95). Annotated of reward, and expectation of impuni edition of automatic writings and other materials used by the Irish poet in the Freud, Women, and Society, by J. O. Wisdom (Transaction Publishers: 149 pages; \$24.95). Offers a reevaluation of Freud's concepts of femininity and composition of his 1925 spiritualist

The Community Reconstructs: The Meaning of Pragmatic Social Thought, by James Campbell (University of Illinois Press: 160 pages; \$27.50 hardcover, \$12.95 paperback). Anulyzes the work of the philosophers John Dewey, William James, George Herbert Mead, and James Hayden Tufts, as well as their critics.

work A Vision: the books are also available as a set for \$135.

The inhuman: Reflections on Time, by Jean-François Lyotard, translated by Geoffrey Bennington and Rachel Bowlby (Stanford University Press; 216 pages; \$37.50 hardcover, \$11.95 paperback). Translation of essays on the transition to postmodernism and other topics by the contemporary

French philosopher. Sharing Without Reckoning: Imperfect Right and the Norms of Reciprocity, University Press, distributed by Hu manities Press International; 112 pages; \$22.50). Considers the distinc-tion between "perfect" and "imperfect" rights and duties as outlined in legal, philosophical, and religious texts from ancient times to the pre-

POLITICAL SCIENCE

Balken Babel: Politics, Culture, and Religion in Yugoslavia, by Sabrina Petra Ramet (Westview Pross; 230 pages \$44.95). Traces the deterioration Yugoslavia's social and political orde on all aspects of society from male-fe

male relations to rock music. Decision Making in the European Com-munity: The Council Presidency and European Integration, by Emil Joseph Kirchner (Manchester University Press, distributed by St. Martin's Press; 175 pages; \$59.95). Discusses the ac Council President's role in Europcan integration.

The Dependency Movement: Scholar-ship and Politics in Development Studies, by Robert A. Packenham (Harvard University Press; 362 pages; \$42.50) \$42.50). Analyzes the history and scholarly impact of dependency the ory, an approach in development stud-ies that originated, primarily, amons scholars in Latin America.

Local Politics in Rural Malaysia: Pattems of Change in Sungal Rays, by Marvin L. Rogers (Westview Press; 130 pages; \$29.95). A study of economic and political change in villages of the laysian region.

The Philippines in Crisis, by W. Scott Thompson (St. Martin's Press; 208 pages; \$39.95). Focuses on the relacurity in a study of the first six years of the sovernment of Corazon Aquino. The Politics of Interests: Interest P. Petracca (Westview Press; 421
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Philosophy to Religion, by Jacob Neusner (University of Illinois Press; 368 pages; \$34,95). Truces changes in the overall character of Judaism from the third to the fifth centuries A.D. Word and Light: Seeing, Hearing, and Religious Discourse, by David Chi-dester (University of Illinois Press; 184 pages; \$29.95). Examines the inportance of the senses of sight and sound in the writings of Augustine. Arius, Athanasius, Bonaventure, Meanchthon, and Philo.

The Discourse of Race in Modern China.

by Frank Dikotter (Stanford University Press; 266 pages; \$29,50). A history and analysis of Chinese attitudes toward other racial groups; includes discussion of the development of a Chi-

nese version of eugenics. mptying Their Nets: Small Capital and Rural Industrialization in the Flahing Industry of Nova Scotia, by Richard Apostle and Gene Barrett (University of Toronto Press; 396 pages; \$65 U.S. hardcover, \$24.95 U.S. paperback! Discusses the continued importance of small-scale capital in the province's fishing industry; based on a six-year

research project. Harriet Martineau: First Woman Sociologist, by Susan Hoecker-Drysdale (Berg Publishers, distributed by St. Martin's Press; 200 pages; \$26,50). biography of the 19th-century finglish writer and political economist.

Max Weber and the Jewish Question: A Study of the Social Outlook of His Soclology, by Gary A. Abraham (University of Illinois Press: 336 pages; \$34.95). Argues that the German theorist's trentment of Jews, Poles, and Catholics reveals a bias against a pharalistic society, and that this anti-plu-

ralism is apparent in many other areas

Molancholy and Society, by Wolf Lepenies, translated by Jeremy Gaines and Horis Jones (Harvard University Press, 272 pages; \$19,95). Translation of a German study that views melancholy as a social and cultural phenomenon that has afflicted particular classes in particular historical peri-

WOMEN'S STUDIES

Contemporary Western European Fami-niam, by Gisela Kapkın (New York University Press; 340 pagest \$40). Traces the post-World War II history of women's movements in 14 Europe-

The Trial of Woman: Feminism and the Occult Sciences in Victorian Literature and Society, by Diana Basham (New York University Press: 253 pages: \$37.50). Explores cultural associations that linked discussion of the "Woman Question" in Victorian England to a revival of occultism and to developments in science.

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A version of Publish Without Perishing originally appeared in Thought and Action, NEA's biannual refereed higher education journal. Some of the recent contributors to Thought and Action include: Senator Paul Tsongas on Public Policy and Public Interest; Raiph Nader on The Corporation on Campus; Ernest L. Boyer on Toward School-College Collaboration; Claire L. Gaudiani on School/College Faculty Alliances; Barbara A. Lee on Improving Faculty Employment Decisions; Mary W. Gray on Using Regression to Study Faculty Salaries.

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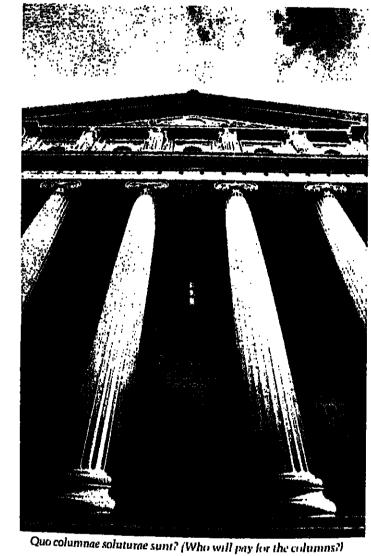
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The year-old network has attracted members from all over the United States and Canada, says Anne B. Lambert, president of the company, which is based in Port

Dover, Ontario. She is herself a

biologist and single.

Annual membership fees for the network are \$60 in the United States and \$70 in Canada. Participants receive "mini-profiles" of all members of the opposite sex in the network and monthly updates of new members. They can request up to 20 longer biographical profiles of people they'd like to meet.

"We had two members who got married a couple weeks ngo, an epidemiologist from California and a psychiatric nurse from Ohio," she says. "We also have an engagement and several serious relationships." People interested in the network

and several serious relationships."
People interested in the network
can write to Science Connection at
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14174-0188; (800) 667-5179.

When the Harvard Law School professor Derrick Bell began his leave of absence in 1990 to protest the school's failure to hire a tenured "woman of color," two researchers decided to find out how difficult a task that is for law schools,

The study, "The Double Minority: Empirical Evidence of a Double Standard in Law School Hiring of Minority Women," concluded that "law schools, especially the most prestigious ones, could hire more minority women if they were willing to hire those women on the same basis that they hire minority men."

The 110-page study, to be published by the Southern California Law Review, was conducted by Deborah J. Merritt, a University of Illinois law professor, and Barbara F. Reskin, an Ohio State University sociology professors. It looked at 1,105 professors who took tenure-track positions at law schools from 1986 to 1991. Of the minority professors, 97 were men and 84 were women. The study compared their credentials, work experience, and family obligations.

Despite similarities in those

areas, it found that minority women were more likely than minority men to be hired at less prestigious law schools and to be awarded lower academic ranks. Nearly half of minority women started in non-tenure-track posts, compared with 29 per cent of the men,

### **Personal & Professional**



Bogden Denitch, a sociologist: "Why is the left so miserably weak in the largest industrial society in the world? We do not know how to organize ourselves out of a paper bag."

### Down but Not Out, Socialist Scholars Gather to Redefine Political and Academic Assumptions in Post-Soviet Era

By CAROLYN J. MOONEY

For anyone wondering about the vigor of socialist academics it a post-Soviet world, the 10th annual Socialist Scholars Conference would have erased most doubts.

Judging by the heavy turnout, socialist values are far from dead in the academy. However, many scholars said they were re-examining certain political assumptions and qualifying their use of the labels "Marxist" and "socialist" in light of the collapse of governments in Eastern Europe and the former Soviet Union.

Defining a political vision that would be more responsive to women and minority-group members was another central theme of the conference, held last month at the City University of New York's Borough of Manhattan Community College.

Some academics came to the conference as individuals with socialist political views. Others came as scholars whose work in sociology or literature or economics was influenced by Marx's theories of class differences. And many came as both.

### 'Suffering a Theoretical Crisis'

To some, the mood here was somber; to others, it was more upbeat than it had been since 1990. As they were on many issues, conferees were split over how much credibility socialists had lost because of the recent failures of numerous socialist govern-

Non-academics, particularly those in conservative circles, like to quip that the

only socialists left in the world are at American universities. But a common argument among scholars here was that the socialist models operating in China, Cuba, and, until recently, Eastern Europe and the Soviet Union were undemocratic "caricatures" of socialism.

Perhaps so, but that was socialism as the world knew it, argued Stanley Aronowitz, professor of sociology and director of cultural studies at the CUNY Graduate Center. Scholars who refused to recognize a link between their own socialist ideals and the failures of "really existing socialism" were being defensive and naïve, he said.

"We are suffering a theoretical crisis as well as a political crisis," he told his colleagues. "Those of us who call ourselves socialists do not know what an alterna-Continued on Following Page

# Teacher-Education Programs Debate the Need for Accrediting Agency's Stamp of Approval

By JULIE L. NICKLIN

Debates continue to swirl around the National Council for Accreditation of Teacher Education over whether the value of national certification outweighs the cost and time involved.

In recent months, some institutions have dropped or questioned the accrediting council's stamp of approval:

■ The Universities of Iowa and Northern Iowa and Drake and Iowa State Universities pulled out in March, charging that the standards were too prescriptive and the process too costly.

The University of Arizona and Arizona State and Northern Arizona Universities, citing similar reasons, decided to drop out in the last two months.

The West Virginia Department of Education in November reversed its policy requiring teacher-training programs to be

approved by the council. The department, which says some standards didn't match the needs of the state's schoolchildren, plans to create its own accreditation process.

■ The Council of Independent Colleges is considering whether a separate accreditation for programs at small liberal-arts colleges is needed. Some feel the accrediting council's standards are skewed toward large research universities.

The American Association of Colleges for Teacher Education, which helped create the council in 1954 but remains separate from it, decided in February to conduct a year-long study of the council. Among other concerns, some AACTE members say their programs are already subject to evaluation by state groups and others.

The Washington-based accrediting

Continued on Page A22

John Nuveen & Company, 333 West Wacker Drive, Chicago, IL 60606-1286, 312-917-7700

A disputed drive to create a student government at the Savannah College of Art and Design has unearthed simmering unrest among professors and students about conditions at the art school, one of the nation's

At least eight students have been barred from registering for classes, pending the investigation of an April 6 explosion near the administration building. The students said they believed their records were being held up in retaliation for the student-government campaign. Several faculty members said the administration's tactics were typical at the 13-year-old private institution, where professors have one-year contracts and can be dismissed without explanation.

"The faculty is overwhelmingly discontented here," said Paul Marquardt, professor of computer art. "But they feel so intimidated and reliant on their paychecks that people are unwilling to speak unless there's a significant number of them."

He is one of 18 faculty members organizing an open meeting on faculty governance this week.

### 'Either You're Loyal or a Traitor'

Savannah College of Art and Design was founded in 1979 by President Richard G. Rowan and his wife, Paula, who now serves as provost. Notable in Savannah for its preservation efforts in the city's historic district, it was accredited by the Southern Association of Colleges and Schools in 1983.

Mr. Rowan and Mrs. Rowan did not return telephone calls to discuss the campus climate. In a statement, Mr. Rowan said the college had "exercised extreme leniency" toward the students, who he said had violated college policy by blocking access to a meeting held inside a campus building.

The college's student body and facilities have grown exponentially since its founding. Last fall, 2,200 students were enrolled in programs in architecture, fine and graphic arts, and video production, and the college had 110 full-time professors. In 1979, the college had 71 students and eight professors.

Professors are well paid, but turnover has been heavy. Faculty members typically teach four classes a quarter. They are required to be heavily involved in student recruiting, fund raising, and publicity.

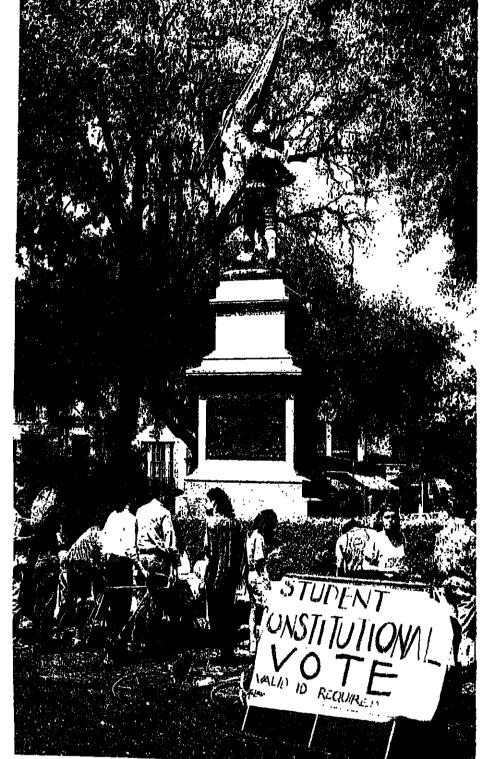
President Rowan conducted interviews for 30 faculty positions at this year's College Art Association meeting. He said the college hired 25 new faculty members two years ago and 26 the year before that.

Ron Chandonia came to Savannah last year after teaching for 17 years at a two-year college in Atlanta. He said he was struck by the tone at his first faculty meeting, conducted by Mrs. Rowan. "It was made clear to us that either you're loyal or a traitor," he said.

At an emergency faculty meeting, held as students stepped up their push for a government, Mrs. Rowan asked faculty members to give students extra assignments.

Professors who have spoken out are relatively new at Savannah. Their complaints are echoed by professors who have resigned or been dismissed. Several long-time faculty members still at Savannah, who did not want to be named, said professors were under pressure to conform or risk their jobs.

Two current department chairmen spoke in defense of the college, which they said had an excellent working environment. "I've found it a wonderful place to work," said Hank Stembridge, chairman of the inte-



Students gather to vote on the creation of a student government at the Savannah College of Art and Design.

rior-design department. John Drop, chairman of the video department, said that critical faculty members were "manipulating students with their own agenda." He said department heads supported the studentgovernment effort.

Nonetheless, the campus climate has drawn the attention of the American Association of University Professors.

Lesley Lee Francis, associate secretary the AAUP, said that for two years her office had received complaints about how professors are hired and fired. "The faculty comes across to me as being genuinely frightened if they stay there," she said.

### Explosion Is Investigated

The drive for a student government has become a flashpoint on the usually placid campus. Administrators first opposed the effort, arguing that student-club leaders already met as a council. But last month administrators said they would have a proposed constitution reviewed by faculty and student committees and the university's

As debate over the constitution grew more rancorous last month, a small explosive device went off outside the administration building. The Bureau of Alcohol, Tobacco, and Firearms is investigating the explosion, which caused no injuries.

In late April, leaders of the government drive received letters from Nancy H. Weber, executive vice-president of the college, telling them that their applications for registration were being held pending the investigation of the incident. Ms. Weber did not return phone calls.

A spokeswoman for the alcohol and firearms bureau said it had not told the college whether certain students were suspects.

"It's blatant retribution," said Rick Averitt, a photography major at the college.

Pamela Afifi, Mrs. Rowan's sister and the director of communications, said Savannah had the right to deny certain students enrollment. "Most private colleges agree that enrollment is a privilege," she said. "Students have every freedom in the world, and they have the ultimate freedom: If they're not happy here they can go somewhere else." Socialists Gather to Redefine Politics

in Post-Soviet World Continued From Preceding Page tive to this global capitalist (102.

Mr. Aronowitz, who stopped & scribing himself as a Marxisting. 1970's, only recently discarded by socialist label. He calls himself radical democrat" who is infeenced by-but critical of-Man

"I think a lot of people here fed beaten up," he said later. "Ba they're not defeated."

### 'Mao More Than Ever'

That was apparent. About 25st scholars and political activists a tended the conference-slight, more than last year. Everyband socialist politics was represented There were old-school leftistsfag: the 1930's who griped that today a Marxists no longer studied Mar. There were Vietnam-era leftis There were multicultural leftis feminist leftists, gay and lesis leftists, abortion-rights leftists, & vironmental leftists, Trotsky's [ leftists, Social-Democratic leng in the European style, foreignktists, and, according to some on ferces who used the term to be scribe others, "Stalinist" leftist

"It's the most democratic on j ference I've ever been to," sail b ; seph S. Murphy, a political scirtist at the graduate center and life mer CUNY chancellor who altera every year. "Anyone can go." And did go, it seemed.

In the main entrance hall di building that lay in the shadowid the World Trade Center, dozensa activist groups and publishers he set up tables. Conferees could by books, sign petitions, pick up list ature on the plight of America auto workers, and, depending a one's politics, defend or conden the tactics of the Peruvian Mans group called Shining Path. Once ble was hawking "Mao more than ever" T-shirts. At another, poster of the Lutin American revolute ary Che Guevara were \$1—"fixed you're broke," a sign stated. Abm held two \$1 bills.

Conferees could choose for plenary sessions organized by soit groups as the Radical Philosophy Association and the Revolutions Sisters of Color, or by scholar who simply wanted to analys health care or unions.

The conference program sta that organizers discouraged white or all-male panels. Other wise, they imposed no restriction Citing the importance of fit speech, they allow vit group to hold one session. Thus it presence, explained one confer who did not want to be named, a "fringe" activists who offered the qualified praise for the Cuban lead er Fidel Castro. "A Stalinist night mare," the conferee multered.

### Ambiguous Labels

An earlier series of sociality scholars' conferences began in the 1960's, but folded. The meeting was reconstituted in 1982, on the 1982, which is the secons of the second of the secons o 100th anniversary of Marx's death The labels "socialist" and

"Marxist" have always been somewhat ambiguous in academ

They mean different things to difists, either, and question whether be the case here as well. But while such scholars can avoid becoming the conferees were a diverse lot ideologues. Among them is Eugene so diverse that U.S. Rep. Bernard Genovese, who teaches history at Sanders, a self-described demofour institutions affiliated with the cratic socialist from Vermont, University Center in Georgia. A warned them not to let their differ-Marxist himself until recently, "I ences divide them—a mainstream don't have much use for people view was apparent among academwho go on believing in something ics. Many said they were "demoafter the evidence shows they were cratic socialists" in the Western wrong," he said in a telephone interview, "Like many people, I long European tradition who sought reforms within a market economy. believed the socialist countries

would evolve into democratic po-

litical regimes that respected indi-

vidual freedom. But I no longer see

Many speakers suggested that

any possibility for socialism."

### 'Nobody Wants State Farms'

For example, they favored a national health-care system, a more vironmentally responsible corporate sector, and a more equitable tax system. "None of the above" was a popular choice for President, but many conceded they would support the Democrat.

Few academics were calling for a Bolshevik-style revolution. As Mr. Aronowitz put it, "Nobody wants state farms in the United States." He said he reached that conclusion years ago. But other academ-

ics here admitted, sometimes sadly, that they had held out hope until only recently that socialism would work somewhere in the world "We wanted to believe in it," said Lynne Belaieif, a retired philoso thy professor at CUNY's College of Staten Island. "Now we're trying to find out why it didn't work."

She said her hopes for China were dashed during a visit several years ago. "I was riding around on my bicycle, watching poor people wondered, Why would they want to be socialists? They're still trying to get enough to eat."

Some critics aren't sure why ac-

### Foreign Students Win 38% of Science, Engineering Ph.D's

Continuing a decade-long upward trend, foreign students earned 38 per cent of a record 24,000 science and engineering doctorates awarded by American universities in 1991. In 1981 foreign students earned 22 per cent of the nearly 18,000 Ph.D.'s awarded.

The figures are from an annual survey conducted by the National Research Council for the National Science Foundation and four other

The NSF released preliminary data last week on the proportion of foreign students carning doctorates in engineering and science. A report with statistics on doctoral recipients in all fields is forthcoming.

The number of science and engineering doctorates earned by American students was about the same as the 1990 level-13,618. The survey shows that the per-

centage of foreign doctorates increased most in the fields of compuler sciences, mathematics, and physics. They earned 51 per cent of all computer-science degrees in 1991, up from 26 per cent in 1981, and 55 per cent of math doctorates. up from 32 per cent. The number of Asian students earning doctorates from American universities increased the most, to 3,764 last year from 1,196 in 1981. Chinese and Koreans registered the biggest gains, —COURTNEY LEATHERMAN thing Marx did not foresee, said Frances Fox Piven, a political scientist at the CUNY graduate center. "Does identity politics supersede class politics? In a way it

does," she told a large crowd.

In an interview, she said that as the Marxist tradition has broadened in recent years, "new currents in the tradition are challenging the old-guard Marxists." Bogden Denitch, the conference

chairman and a sociologist who is

also at the CUNY graduate center, alluded to that fragmentation. He urged his colleagues to study the failures of the U.S. left as well us the failures of capitalism. He noted that the left in Western Europe had future leftist movements would be been more successful. "Why is the organized around race and gender left so miserably weak in the largas well as class. That was some- est industrial society in the world?

ourselves out of a paper bag." At another session, several scholars were actually discussing

the work of Karl Marx. The topic was the relevancy of his theories 125 years after the first volume of Capital was published. Held in a classroom, the session was originally to be given a larger lecture hall, but switched locations with a feminist panel because there was so much interest in the latter.

That conferees seemed more interested in feminism was not a reflection of Marx's relevancy, said Anwar M. Shaikh, a Marxist economist at the New School for Social Research, who spoke on Capital. "Marx is relevant because capital-

We do not know how to organize ism is relevant." he said. "Nobody has ever given a more penetrating

analysis of capitalism." Later, he said he had sensed "a tremendous energy" here. "What drives socialism is a hope that peo-

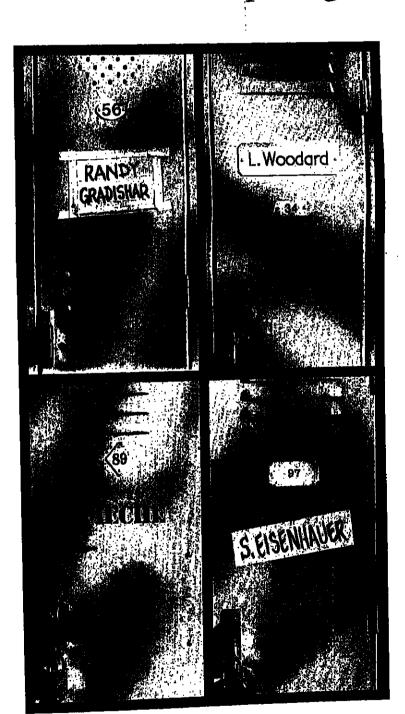
ple's lives will improve," he said. It was a theme echoed by other conferees, including Betty Enfield, a self-described political poet who

recited, impromptu, a poem: Rich men have no compassion. When properly attired

It's simply not required. It was dedicated, Ms. Enfield said, to "Reagan and Bush and oth-

but have nothing inside." "These people have certain hones," she said, gesturing to the conferees milling about. "Otherwise they wouldn't be here."

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So even though they closed their college lockers years ago, we salute them for opening doors of opportunity for America's youth.

The OTE Academic All-America Hall of Fame is selected by the College Sports Information Directors of America (CoSIDA)





### Teacher Educators Debate the Need for Accrediting Agency's Approval

Continued From Page A19 council seeks to improve education by insuring that teacher-training programs meet a set of common standards. About 500 of the nution's 1,200 programs participate in the review.

Educators, state officials, and accreditors are split on a number of contentious questions, making teacher education an active battlefield in academe's war on specialized accrediting agencies (The Chronicle, September 18, 1991).

Among the questions: Do the council's standards really insure that better teachers are trained? Is the cost of the accreditation proc-

dards be applied to all institutions? standards are unclear and should—one that commands the respect of And does accreditation status really make a difference?

The council says the image of the teaching profession can be polished only when most-if not allprograms go through its review.

### 18 Tougher Standards

"If we are ever going to apprade the image of teachers and teacher education, it is highly unlikely we'll do that by skipping accreditation," says the council's president, Arthur E. Wise.

put into effect 18 new, tougher crediting teacher-education prostandards for teacher training, grams should be rigorous. It should ess excessive? Can one set of stan- Some colleges, however, say the be one with integrity. It should be dards are rigorous, council officials

research university would, teacher educators say.

Others say the standards don't go far enough to prepare teachers to deal with issues like racial diversity and bilingual education.

"The standards represent minimal standards," says Norene F. Daly, dean of Iowa State's College In 1988, the accrediting council of Education. "The process for ac-

not be applied to all institutions in the entire teacher-education prothe same way. Small colleges, for fession, NCATE, at this point, is not example, can't expect professors that system." Ms. Daly told the to fulfill research requirements by council this spring that she would writing scholarly articles as a large, no longer participate as an evaluator on its accreditation teams. Council officials dismiss the crit-

> tors developed the standards to meet the changing needs of the nation's schools. "These standards were not invented in a vacuum," says Mr. Wise. "If you're trying to wiggle

icisms. They say a panel of educa-

to say they are lousy standards." Statistics show that the stan-

nation Systems Corporation

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say. Of the 259 programs res<sub>k</sub>. by the council under its near dards, 70 per cent were accreand 9 per cent were accreditely stipulations. The remaining 21; cent were denied accreditation

Personal & Profession

### 'A Much Stronger Program'

In May 1989, Concord Cetta failed to meet six of the chie including those dealing with cur. ulum design, faculty development and workloads. Concord mader provements based on the sugget tions of the council and educate outside the campus. Lastfall, for cord earned its accreditation.

"We believe in these yell out from under them, you're going dards," says John P. Carrier, Co. cord's vice-president and acade ic dean. "We have a much strong! program as a result."

Concord has joined other instra tions in West Virginia that the fighting the state's decision to E longer require accreditation by (a) council.

Some colleges say the may saved by avoiding the accept tion process-which for manyk; gins years before the evaluate visit--could be better spent. Sel eral colleges estimate the costagi to \$300,000. The amount indix: council membership fees, is spent by professors in meetings! writing reports, the cost of maxials, and visiting evaluators total lodging, and food expenses.

### Estimate Called 'Ridiculou'

"When you are talking \$300ki for an accreditation, that will save a program or a faculty pri tion," suys Margaret A. Hatte executive director of Northenk zona's Center for Excellent Education.

Mr. Wise calls that estimate diculous." He says colle shouldn't have to spend much tra time and expense to prove the quality. "The evidence should pre-existing documents if they's been doing business the is way," Mr. Wise says.

Some colleges feel the progra already receive enough scruiz Most states approve the program and special groups evaluate subje areas. Prospective teachers of must pass tests before licensing

"The quality of the progre really boils down to, How well we prepare our teachers for the school?" says Northern Arizon's Ms. Hatcher, "NCATE becomes nice, prestigious thing to have and that's about all."

The University of Michigan Ann Arbor says its decision to out of the council last year has at hurt its program or its graduals ability to find jobs. But to others the accredia

council's seal of approval mail quality. In the past few years, it colleges have signed up for the council's review. The Americal Federation of Teachers applied its new standards. The National School Boards Association follow its accreditation decisions. A Florida conducts joint program views with the council.

Says Keith Geiger, president the National Education Associate tion and chairman of the accepting council's Executive Bank "We can't improve education programs can jump out of one accrediting body if they don't like h and into another."

The Minnesota Supercomputer Center will not have to make its financial records public just yet.
The state's Legislative Audit

Commission, which had recommended that the state auditor examine the center's expenditures. decided last week to settle for a report on the University of Minnesota's role in establishing the quasi-public entity. However, the commission indicated that it would reconsider the financial issue when it received the report.

The supercomputer center's finances came to the attention of state legislators earlier this year when the university's Board of Regents signed a \$32-million contract with the center. Under that contract, the university agreed to purchase \$8-million worth of computing time for each of the next four years.

State legislators and center representatives have never agreed on a way to monitor the center's expenditures. Legislators have claimed that they should know how the money is spent, since public funds are involved. Center representatives have maintained that finances are a private matter, since the center serves corporate clients in addition to the university.

A sociologist at Cornell University has developed a computer program that measures the complexity of materials written in English.

The program, called "OLEX," takes text from English-language newspapers as a standard. The standard has a rating of 0.0. The program's basic vocubulary includes 10,000 common English words, or 90 per cent of all words in 55 newspapers published around the world. To measure complexity, "QLEX" compares the frequency of those 10,000 words with other words in material scanned into the

Articles in science journals use the most complex language, according to Donald P. Hayes, a professor of sociology, who has spent the last 12 years developing the program. What's more, he says, a comparison of those journals over time indicates that articles are becoming increasingly difficult to understand, even for researchers who know the jargon.

Mr. Hayes says the highest rating for difficulty—+55.5—is held by an article in Nature, called nemical localization of the human term, placental 17betaOestradiol dehydrogenases: Implications for the transhydrogenase reaction."

First-grade reading books are at the low end of the scale, with a rating of -58.6, according to Mr. Hayes. while the Internal Revenue Service's instructions for completing Form 1040 occupy the middle ground, with a readable +0.2.

Mr. Hayes reported on his computer program in the April 30 issue of Nature. "QLEX" gave his commentary a rating of +2.6.

**Information Technology** 



Georgetown's Robert L. Oakley: "The initial inclination of data-base publishers has been to stake out the maximum territory and charge the maximum price."

### Critics of Copyright Law Seek New Ways to Prevent Unauthorized Use of Computerized Information

By DAVID L. WILSON

Many long-time critics of the existing copyright law no longer insist that it must be dramatically altered to protect information available on computers from unauthorized distribution. Instead, they are devising new ways to address their concerns, including agreements between buyers and sellers, that some people worry may restrict access to certain users.

Dramatic advances in computer technology have given researchers the ability to duplicate and transmit books, journals, and data bases, quickly and inexpensively. Over the last several years, those capabilities led to a movement to revise the nation's copyright regulations, with leaders arguing that laws fundamentally based on print technology were unworkable in the electronic arena.

Rewriting the copyright law would be critical, so scholars could take full advantage of the power of information technology, they said. Without protection, publishers and authors would not entrust their products to a medium capable of flooding a market with exact duplicates of their work without proper compensation. The absence of such protection is one of the reasons that information thus far available on line is limited or of poor quality, some say.

### New Contractual Arrangements

In recent months, however, many of the leaders of the copyright-reform movement have come up with alternatives to revising the law.

To make the current system workable, they hope to develop new forms of contractual arrangements, new entities that act as intermediaries between buyers and sellers of information, and new technol-

"A year ago it seemed to me virtually inconceivable that present copyright law could effectively adapt to meet the needs of the electronic environment," says Steven W. Gilbert, vice-president of EDUCOM. a higher-education consortium dealing with computer issues. "Then I discovered how difficult it would be to change the law,

"A year ago it seemed to me virtually inconceivable that present copyright law

could effectively adapt to meet the needs of the

electronic environment."

and how strong the opposition was. Most important of all, I discovered that some things are happening that may make it possible for the present system of copyright law to function."

Groups studying the problems of copyright in the electronic age include the Coalition for Networked Information, sponsored by the Association of Research Libraries, EDUCOM, and CAUSE. The latter is an association for the management of information technology in higher educa-

The coalition is putting together a set of guidelines for contracts between buyers and sellers of information. The Copyright Clearance Center, a non-profit organization that represents the publishing indus-

try, has started several test projects exploring how such contracts will actually work in the marketplace. The Corporation for National Research Initiatives, a private communications-research center, proposes to solve copyright problems with electronic systems on computer networks that would keep track of how much money is owed to whom under the copyright laws.

The past year has brought about tremendous changes in the tight-knit community exploring such issues, says John R. Garrett, director of information resources at the Corporation for National Research Initiatives. "The tone is a lot less confrontational than it was just a little while ago," says Mr. Garrett, who was employed by the Copyright Clearance Center until last year. "Users want rapid and convenient access to information, and rights holders want revenue for the products that they own. There is a broad consensus that all those goals can be met, and the rights and needs of each group protected."

### **Explaining the Lack of Venom**

Paul Evan Peters, director of the Coa tion for Networked Information, says the explanation for the recent lack of venom among those with sometimes competing interests-publishers, libraries, scholars, artists, and authors-is simple: Everyone knows that the copyright law will not be altered in any significant way anytime soon, "If copyright law needs to be changed, we don't know how it needs be changed. Even if we came up with an alternative to existing copyright law, we couldn't get the policy makers to change it in the current political climate, where oth-

Continued on Following Page



Advertisement

### The Learning Society: It's Noon in America

By Bernard R. Gifford, Ph D Apple Computer, Inc.

Lehackled over a newspaper story the other day that mentioned Peter McWilliams, author of the Personal Computer Handbook h seems that he had given a VCR to his mother, and had asked

her to tape various broadcasts for him while he was out of town. Peter later discovered that his mother had never figured out how to program the VCR. She knew how to record a show only while it was on the air. Too embarrassed to admit her problem, she was taking time off from work and setting alarms to rouse berself at night to record the shows on her son's list.

I have a message for Peter's mother: Take heart, Mrs. McWilliams. You're not alone. Three out of four American homes now boast VCRs, but most of these machines are so hard to lathom that we don't even bother setting their clocks. We live in a world where the flashing clock tells us, over and over, that it's 12:00 12:00 12:00. Back in 1980, presidential candidate Ronald Reagan proclaimed: It's morning in America." Today it is

his not just VCRs that give us trouble, Wall Street Journal columnist Walter Mossberg recently sent this comforting message to self-castigating computer users: Personal computers are just too hard to use, and it isn't your fault."

You shouldn't have to attend classes or study manuals to use machines that are supposed to save you time and energy. As Mossberg points out, there are no user groups for owners of toaster ovens.

How has the consumer electronics industry managed to baffle its customers? According to Business Week, the microchip has turned the economics of design upside-down, allowing designers to add a multitude of features to a machine without significantly raising its price. "The chip that was designed to perform a single basic function can frequently be made to do 2, 3, 4, or 50 operations at negligible cost—so why not pile on

Why not? Because we're all frustrated by overloaded gadgets that we can't figure out and don't use

I'm happy to say that Walter Mossberg's column singled out the Apple Macintosh as a friendly, easy-to-learn computer. And it's true that Apple has made a crucial investment in "human-interface design"—the science of making machines work for real people. But we can do a lot more.

Some marvelous educational software has been developed in recent years. And computers have become more affordable. Nevertheless, a study by the federal Office of Technology Assessment says that not all American students use computers. And those who do spend an average of only 4 percent of their instructional time using the machines.

Personal computers will remain the "4 percent solution" until we make their even more intuitive. Fortunately, that day is fast approaching. Engineers are hard at work, for example, designing efficient, cost-effective personal computers that will recognize and respond to your voice and

Another exciting breakthrough is digitized video. Today teachers can present material in a variety of media by connecting personal computers to videodise players, televisions, and other equipment. My recent column on multimedia AIDS education described a program of this kind, which combined text and graphics, video clips, still photographs. music, and animation.

Tomorrow-and by that I mean not the next century, but the next year or two-educational technologists will take a giant step forward by introducing courseware that records video electronically rather than mechanically

It may not sound like a big difference—but it's actually all the difference in the world. When you record video mechanically, you can access only what's on the videodisc. You can move forward or backward. playing video clips or sound bites in whatever sequence best suits your purpose. But you can't change, augment, or update the material. You can't store () directly in the computer. And you can't distribute it to individual users over computer networks. From a teacher's perspective, those are

Technological breakthroughs are changing all that. We now have nactical ways to encode (or dightize) full-motion video, including color and sound, into information bits that can be stored in computer files.

In this way, we can store great quantities of material-in a variety of nedia-electronically rather than mechanically. We can leapfrog right over multimedia setups that require a great deal of expensive, hard-to-operate paraphemalia. Hardware costs shrink significantly. And the sticky problem of standardization—of knowing which videodisc player to buy-simply

When we digitize multimedia presentations, we are able to access and retrieve information at will, presenting material in whatever sequence we choose. But we will also be able to revise or update the material, based on changing realities, changing curricular goals, and students' changing needs.

We will be able to produce courseware that is truly responsive to students' learning styles. And perhaps most important, we will be able to deliver multimedia programs in a format so simple and intuitive that teachers and students will actually use them.

In my next column, I'll talk about what happens when we use digitized video with a network of computers. And I'll offer examples of how this sophisticated technology can actually make educational computing friendlier and less intimidating.



Continued From Preceding Page er public-policy issues are clamoring for attention," he says. "We're trying to see how much we can gain with an engagement strategy rather than an opposition strategy."

The group led by Mr. Peters is studying how some corporate and educational institutions have successfully signed contracts with publishers that allow for the use of valuable material on electronic networks. Usually, says Mr. Peters, those contracts involve making a data base available on an internal computer network, with restrictions on how many people can have access to the information.

### Grave Dangers Seen

Such contracts protect the publisher from widespread duplication of the data, which presumably would lead to a drop in sales to other markets, and allow the institution to use the power and efficiency of computers to make more effective use of the information.

grave dangers in the contracts. They worry that the new approach has the potential to restrict access to electronic information, changing the nature of scholarly research and the role of campus libraries in their surrounding communities.

Duane E. Webster, executive director of the Association of Research Libraries, says that, traditionally, scholars from other institutions and the general public have had free access to a college's library materials. Under a contract with publishers for electronic materials, some of the most important, valuable, and useful information in the library is loaded on a computer network and can be seen only by those associated with the institution that holds the contract.

Mr. Webster believes flaws still exist in the current copyright law, which must be corrected. But without those corrections, he admits. contracts will become more widespread. That is why he is supporting the coalition—made up of librarians, publishers, and educators—in the development of a set of guidelines for such licensing agreements, which will take into account the needs of the individual user as well as those of academe. "We have embraced the inevitable," he

will be overcome by economic interests," he says...

### Publishers Restrict Access

Robert L. Oakley, director of Bennett Williams Law Library, says such scenarios are being ic theories have not caught up with played out today. His library signed a contract with a sublicity signed a contract with a sublicity. data base available on the universi-ty's computer network. Under the ty's computer network. Under the puter, and as many people who can tion-technology revolution. contract, the university could use that computer at one time can



Some people, however, see Duane E. Webster, executive director of the Association of Research Libraries: "We have embraced the inevitable."

to Georgetown faculty and staff members and students. As a result, says Mr. Oakley, the data base cannot be tapped by neighboring colleges or by people who live near the university, unlike other data bases in Georgetown's system.

"I understand why they did that. They were afraid that if every law school in the city could basically get free access to the data base by calling my phone number, the publisher wouldn't sell any more," savs Mr. Oakley.

But, Mr. Oakley says, the publisher's attitude may be changing.

"Users want rapid

and convenient access to information, and

rights holders want

revenue for the products

that they own."

He notes that a recent letter from the publisher "basically says we can make it available to anybody."

Mr. Oakley says the change of He is clearly unhappy, however, because the economics of such such as his to develop standards to because the economics of such such as his to develop standards to be converted to the publisher is the such as his to develop standards to be converted to the publisher is the such as his to develop standards to be converted to the publisher is the such as his to develop standards to be converted to the publisher is the such as his to develop standards to be converted to the publisher is the such as his to develop standards to be converted to the publisher is the such as his to develop standards to be converted to the publisher is the such as his to develop standards to be converted to the publisher is the such as his to develop standards to be converted to the publisher is the such as his to develop standards to be converted to the publisher is the such as his to develop standards to be converted to the publisher is the such as his to develop standards to be converted to the such as his to develop standards to be converted to the such as his to develop standards to be converted to the such as his to develop standards to be converted to the such as his to develop standards to be converted to the such as his to be converted to heart on the part of the publisher is about the course that events have transactions and the impact that contracts between buyers and set transactions. forced him to take. "There is the very real potential that the principles that are at the heart of our area. The heart of our area with a heart of our area with a heart of our area. The heart of our area with a heart of our area with a heart of our area. ples that are at the heart of our so-ciety and the scaderic anterior are largely unknown. The publish-out. Agreements can be reached ciety and the academic enterprise will be overcome by economic in restrictive contract will not lead to up activity there. That will gener a significant loss of business. "The ate useful experience and more situation is still very fluid," he money for sellers, and drive down

Pricing strategies for such prod-Georgetown University's Edward Bennett Williams I am I the modern who are placed ucts vary widely and can change up of "stakeholders who are placed up of "stakeholders" up of "stakehol quickly, he says, because economsigned a contract with a publisher (that he will not name) to make a book, I can loan it to a permake the data base available only use that data base. When you sell it," he says.

the data base you still have the data base, and furthermore the person who bought the data base can do different things with it than the could with a book. The economic implications of all this have to be worked through."

### Prices May Drop

Highly restrictive contracts, which are increasingly commonion neadenie today, are signed by colleges in part because a less resinctive contract, which would allow users from outside the university to gain access to the data, would be much more expensive as publishers compensate for any possible loss in prospective sales. "Their tial inclination of data-base pub lishers has been to stake out the maximum territory and charge the maximum price," says Mr. Oat-

He says he thinks prices for dil buses will drop, allowing institution tions to demand less restrictive contracts for the same amount of money. "I looked at one data base and said it was too expensive, I'm not going to buy it. Well, nobody else did, either. So guess what The price is coming down.

Mr. Peters argues that project costs for buyers, he believes.

The coalition he heads is made areas to pursue their common in

"We're just trying to get on with

### TECHNOLOGY UPDATE

A singing 'Pavarobotti' teaches the physics of human speech

■ Scientists use supercomputers to try to predict the weather

■ Data base lists continuing-education and training programs

puter data base maintained by ice.

the National Distance Learning

Center. Other institutions looking

for such programs can search the

ricultural Satellite Network, the

tion and training programs na- Network, the Department of Edu-

tionally can list them on a com- cation, and the National Park Serv-

different sources, including the Ag- are added each week.

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credit and non-credit programs,

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A researcher at the University of Iowa is using a singing machine, dubbed "Pavarobotti," to study and teach the physics of

Ingo R. Titze, director of the National Center for Voice and Speech, created the machine-basically a mannequin filled with hardware, dressed in a tuxedo. with a computer monitor for a

An animated image of the tenor Luciano Pavarotti appears on the computer screen. The image's movements are projected on the screen by a Macintosh computer, which synchronizes the movements with a synthesized voice.

The voice itself, created by computer, is a result of Mr. Titze's research into the physics of human sound. The synthesized voice is based on physical models of lung pressure, air flow, tissue vibration, and wave propagation.

"We're interested in informing people about the importance of their voice and how to maintain vocal health," Mr. Titze says.

Pavarobotti interests people in the topic, he says. "There's a lot of talk in universities about lungs and kidneys and hearts and such," he adds. "If you have a gimmick to get people excited from an entertainment point of view, then you have a chance to tell them something about the real system.'

For more information, contact Mr. Titze, Speech and Hearing Center, Room 220, University of lowa, lowa City 52242; (319) 335-6600; TITZE@SHC.UIOWA.EDU.

---DAVID L. WILSON

Scientists at Florida State University are using supercomputers to develop improved models for weather forecasting.

The best estimates of weather around the planet are accurate only within a five-day period. Michael Navon, a mathematics professor, says the new model should improve the forecasts significantly, although theory holds that weather cannot be predicted with any accu-

acy beyond about two weeks. Mr. Navon expects the model to be more accurate because it can accept much more data than existing models. The model must be used on supercomputers, which operate very quickly, to process all the data in a reasonable time.

The Florida State scientists are collaborating on the project with the National Meteorological Center and the National Air and Space Administration's Goddard Space Flight Center.

Por more information, contact Mr. Navon, Department of Mathematics, Room 111, Love Building, Florida State University, Tallahassee, Fla. 32306; (904) 644-6560; NA-VON@SCRII.SCRI.FSU.EDU.

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boro Community College in Kentucky. "Listings come from at least 50 different catalogues." Users with any kind of computer and modern can gain access to the

system. They can browse through the data base or use key words to search by subject, Mr. Sun says. They can also search by the name of a specific institution. Mr. Sun says the center, which

was established last August, gets between 15 and 20 calls a day from institutions looking for programs.

same data base. The service is free. 90 different areas offered by satel-For more information, contact Mr. Sun, National Distance Learn-The data base contains informa- lite, videotape, and other media. tion on programs from almost 60 Fifty to a hundred new programs ing Center, Owensboro Communi-College, 4800 New Hartford Road, Owensboro, Ky. 42303; "Essentially, this is a big on-line Black College Satellite Network, catalogue system for distance edu-(502) 686-4556; JSUN00@UKCC the Community College Satellite cation," says Jeff Sun, executive UKY.EDU. -- REVERLY T. WATKINS 292-4843.

director of the center at Owens- Briefly Noted

■ The "Directory of U.S. Government Software for Mainframes and Microcomputers," which describes more than 2,000 programs. is available for \$59 from the National Technical Information Service. Springfield, Va. 22161; (703)

"There's Gold in Them Thar Networks," a guide to resources that are available on the Internet, by Jerry Martin, director of the Network Information Center at the Ohio State University, is available free of charge in both electronic form and printed copy. For more information, contact Academic Computing Services, the Ohio State University, 1971 Neil Avenue, Columbus, Ohio 43210; (614)

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### Virginia Tech Forms Partnership to Study an Electronic Village'

Virginia Polytechnic Institute work. and State University has formed a partnership with the telephone company and the government of this small rural community to study the possibility of creating the "Blacksburg electronic village."

If such an undertaking proves feasible, all homes, businesses, and schools in the town will be connected on a high-speed electronic network. Using computers, the system would link business and professional people, elementary and high-school teachers and students, and university faculty and staff members and students.

Those on the network will be able to use electronic mail, join online discussion groups, and take advantage of a wide range of business, educational, financial, and general communications services. They may also use the Internet, a network of networks, to communicate worldwide.

Joseph A. Wiencko, Jr., the university's project manager for the proposed venture, says the entire community, including the university, must have access to a computer network if electronic communication is to have an impact.

"With electronic communication, it's important to have a critical mass of people using the tools." he says. "When the telephone started, one telephone was not useful. With two telephones, two people could talk to each other. But to be really useful, everyone in the community had to have a tele-

"It's the same with e-mail," Mr. Wiencko says.

Blacksburg is already something of an electronic village because of its close ties to Virginia Tech. The town includes among its 34,000 residents many university administrators, faculty members, and students who own or use computers. A large percentage use machines on the campus that are connected

BLACKSBURG, VA. to the university's high-speed net-

computers on campus," says Paul M. Gherman, special assistant to the vice-president for information systems. "We have more computers than telephones.'

### Community as Laboratory

While students who live on the campus can use the computer network, those who live off campus cannot, says Mr. Gherman. A community network would offer the same opportunity to students on and off campus, he says.

Mr. Wiensko sees the Blacksburg electronic village as a possible model for other community networks around the country.

He says the Chesapeake & Potomac Telephone Company, the Bell Atlantic company that would participate in the venture, is interested because any blueprint developed here could be replicated elsewhere. "We would be demonstrating how access to critical masses of people will change the pattern of telephone usage," he says. "The entire community would become a laboratory. This would be a realistic scenario."

Mr. Wiensko says an electronic network could give Blacksburg an advantage in attracting business and industry, particularly hightech companies.

According to Mr. Wiensko, the university and its partners would provide the financial resources for the proposed network, with the telephone company supplying the cabling and other materials for the initial infrastructure. Network users would provide their own com-

The six-month feasibility study is expected to be completed in July. If the project is approved, some Blacksburg residents could be using the community network next year, says Mr. Wiensko. ---BEVERLY T. WATKINS

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Publishing, Oxford University Press, 200 Madison Avenue, New York 10016; (212) 679-7300, ext. 7370. 10016; (212) 679-7300, ext. 7370. Physics. "Rescue Team," for Apple Macintosh. Requires "HyperCard." An introduction to electrostatic force and Coulomb's law; helps students learn how to develop a searching strategy to determine the location, magnitude, and sign of hidden charges; \$29; quantity discounts available. Contact; latellimation, Department GAPG, Box 1530, Santa Barbara, Cal. 9316-1530; (800) 346-8355 or (805) 685-2100.

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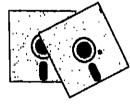
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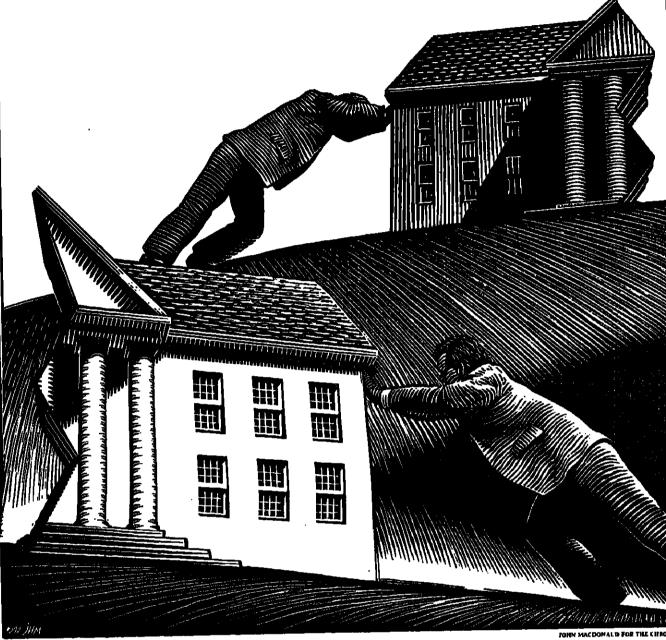
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THE CHRONICLE OF HIGHER EDUCATION

# **Section 2**

May 6, 1992



# The Two Rhetorics of School Reform: Complex Theories vs. the Quick Fix

By Howard Gardner

ESPITE the plethora of reports and articles about school reform during the past decade, there has been distressingly little genuine dialogue between the two principal participants in the discussion. On the one hand are the educational researchers and policy experts, who are pleased that at last the nation has become interested in the plight of its schools. On the other side are arrayed the government business, and community "opinion leaders" who are equally concerned about the schools, but whose analyses and recommendations are decidedly different from those of the educational leaders.

Unless the reasons for the lack of communication can be identified and dealt with satisfactorily, it is most unlikely that the critical problems of American pre-collegiate education can be dealt with effec-

Among educators, a surprising degree of consensus exists about the nature of schools' problems and the kinds of solutions that are likely (and unlikely) to work. They believe schools' difficulties arise from a variety of sources, including the sharp rise in the incidence of broken homes, the lessening of respect for parents' and teachers' authority, the huge amount of time youths spend passively watching television, and the alarming decline of the quality of life in our cities. Over the decades, such factors have greatly complicated the process of delivering qualeducation; they cannot be alleviated by a "quick fix."

Nearly all educators also acknowledge the failure of the entrenched factory model of education, in which students are all served the same curriculum in the same assembly-line fashion and teachers are cogs in a massive bureaucratic apparatus. A "constructivist" approach, which involves children in active, hands-on learning, is widely admired; most educators believe that "less is more" and that it is better to know a few things well than to

**OPINION** 

add on courses and requirements ad nan-

Short-answer, multiple-choice tests stifle students' and teachers' initiative, they believe, and should be replaced by more probing, open-ended forms of assessment. Voucher programs allowing families to transfer government funds to the school of their choice may work in limited contexts. but they are unlikely to address the severe educational problems in our big cities. If anything, such programs are a diversion from the problem. Genuine educational changes will take several years, if not decades, to achieve.

F COURSE, there are disputes about each of these topics, and skeptics can be detected on the left and the right. But at the very least, none of the assertions above would be seen as particularly contentious by most of my fellow educators.

However, the "opinion leaders" in business, politics, and the general public-Continued on Following Page

### The Rhetorics of School Reform: Complex Theories vs. the Quick Fix help if the supply of money is too meager

Continued From Preceding Page

whatever they identify as the cause of educational problems—dearly desire a quick fix. And so they look to solutions like merit pay, voucher systems, the enunciation of higher standards, a voluntary or required national examination for all students. These leaders do not know if such solutions can be put into effect, but, examined from a distance, they sound as if they might do the trick. Because our educational institutions are seen as inefficient and undemanding, schools-rather than the larger society—are seen as causing the problems

Punitive attitudes and language abound when the schools are being castigated. The "first wave" of educational reform in the early 1980's, calling for skills and standards, has been aptly (if cruelly) summarized us "getting the little buggers to work harder." The second, "restructuring wave" in the late 1980's reflected a business-influenced belief that if schools could simply manage themselves properly, all would work out.

VER ALL, little appreciation exists among outside critics of the complexity of the problems of school failure, little appreciation of the many steps needed to place American schools on a stronger footing. Again, there are admirable exceptions to the above characterization, particularly certain business leaders like David Kearns, formerly of Xerox and now Deputy Secretary of Education under Lamar Alexander, and certain governors like Roy Romer of Colorado. But they turn out to be as atypical as educators who enthusiastically endorse vouchers or a national examination.

It may sound as though 1, as an educator, have offered a stacked deck: a reasonable and penetrating analysis by school people, a peremptory and ill-advised set of nostrums doled out by those who are ignorant of the facts of school life and the obstacles to school reform. But I have little difficulty in sympathizing with the rhetorical picture sketched by opinion leaders: school folks endlessly spinning complex theories and refusing to make demands of their own ranks, in contrast to government and business representatives generously offering new resources and promising ideas in a laudable effort to improve American education.

Indeed, rhetoric becomes the issue here: A major stumbling block to school reform has been the construction and pursuit of rival rhetorics.

People who work in schools or who are familiar with current research are overwhelmed by the realities of American schools today. As Jonathan Kozol has shown in his new book Savage Inequalities, many American schools are faced with a physical reality (crumbling facilities, drug- and crime-infested neighborhoods) and a cohort of youngsters (homeless, without love or hope) so dispossessed that they are more reminiscent of Dickensian London than of a developed nation on the cusp of the 21st century.

DUCATORS ARE AWARE of pervasive institutional lethargy and of the fact that reform efforts are time consuming, involve a large investment of resources, and have a distressing tendency to backslide. Absent sustained application of human and financial resources over a significant period of time, efforts to change seem doomed. As a consequence, educators embrace a rhetoric of woe and com-

plexity-one devoid of realistic first and second steps and remote from Americanstyle pragmatism.

Opinion leaders know little of these deteriorating physical and social conditions first hand and are disinclined to probe, because such probing thwarts the possibility of quick solutions. Of necessity or choice, they espouse an economic, political, or organizational model, rather than one rooted in the social realities of school, the psychological processes of learning, or the social psychology of group change.

Not surprisingly, then, they argue for and believe in—the same "moves" that have worked in the political and business

"Little appreciation exists among outside critics of the complexity of the problems

of school failure.



or if the teachers and administrators on-

site have no experience in managing a

complex facility or if they do not know

how to achieve consensus on goals and

No single comparison, metaphor, or ar-

gument can work for a phenomenon as

complex as the school. That said, I believe

that the most appropriate model for talking

about school change is the idea of building

a new community. Many educators today

are adopting the metaphor of a community

to distinguish schools from older organiza-

tional models—for example, those based

on factories and industrial organizations-

means of reaching them.

realms with which they are familiar: incentives for pay, changing the chain of command at the work place, negative sanctions for poor performance, the adoption of standardized forms of evaluation. Opinion leaders propose "sound bite" solutions—a rhetoric of culprits and quick cures.

What, then, to do? I believe that it is imperative to create an effective new discourse of educational reform. Such a way of speaking must draw on analogies and stories that make sense to those who want to "do right" by American schools but who are not fully aware of the distressing range of problems that schools must overcome. So, for example, when it comes to assessment, educators need to make it clear that merely taking a temperature over and over again does not heal a patient and that a person who can only spit back facts cannot be expected to solve an unfamiliar problem or to create something new.

When it comes to site-based management, in which individual schools gain more autonomy, educators must point out that mere redistribution of money is of no

in which administrators imposed the agenda from the top down. They point out that in a community, everyone has a voice.

For a community to be viable, its members must work together over time to develop reasonable goals and standards, work out the means for achieving such goals, have mechanisms to check whether progress is being made, and develop methods for changing course—sometimes dramatically-if progress is not being achieved. In a viable community, members recognize their differences and strive to be tolerant, while learning to talk constructively with one another and perennially searching for common ground.

If school reform is to progress, educators and opinion leaders must adopt a common vision—and a common metaphor or way of speaking-of the sort that I have sketched. Were such a vision to be adopted, it would represent a considerable stretch for both parties in the current debate. Educators would need to recognize the genuine differences about ideology and the learning process within their ranks but

temper those differences for the sign establishing a cooperative along They would also have to committee selves to the difficult tasks of setting maintaining locally relevant standard altering strategies and personnel v progress is not being achieved.

PINION LEADERS, for their L would need to acknowledge to the various aspects of schools form are interconnected; that changes quire time, leadership, and guidance, that the atmosphere of schools is affect by that of their localities and the near Far from representing sentimental de ric, a commitment to community rese recognition of the hard realities requi for effectiveness in today's world.

In fact, the most effective currents? in school reform have attempted to de eate some of the processes involved in ating such communities. These intiidentifying key staff members wiling dedicate themselves to a long-termywe of change, discovering strengths at weaknesses, involving students and g ents throughout the planning and scale tion process, cooperating with tel schools involved in similar reformede. and developing advisers who can drain! their own experiences to aid in the bay process of community building and sta change. Such promising experimental possible for all parties intensising school reform to move beyond that! and to become actively involved in his ing more effective environments for la

But so long as the rhetorics about the; reform remain widely divergent, in progress is likely. An important, if mit) cisive, step will have been taken whene cational experts and opinion leaders and to speak of-and think about-school; form in terms of the same images. [k] perhaps they can forge solutions superto those that either group could develop?

Howard Gardner is professor of edució and co-director of Project Zero, areas group devoted to educational reform Harvard University. His most recently is The Unschooled Mind (Basichet

# The Continuing Problem of Prolonging Adolescence; the Contemplation of a Black Presence in Literature

WE... ARE ALSO CONCERNED with the continuing problem in our society of prolonging adolescence and delaying the time at which young people begin to do something significant, exciting, and intellectually demanding.

It's interesting to reflect that by the time Henry VIII was 18 years old, he was the ruling king of England. He had something important to do, so he didn't have to fritter away his time trying to see how to be entertained and buy CDs or watch videotapes or things like that. He was too busy running a country.

-John R. Silber, president of Boston University, at a news conference announcing the establishment of the Boston University Academy

FOR SOME TIME NOW I have been I thinking about the validity or vulnerability of a certain set of assumptions conventionally accepted among literary historians and critics and circulated as "knowledge."

This knowledge holds that traditional, canonical American literature is free of, uninformed, and unshaped by the four-hundred-year-old presence of, first, Africans and then African-Americans in the United States. It assumes that this presence—which shaped the body politic, the Constitution, and the entire history of the culture-has had no significant place or consequence in the origin and development of that culture's literature.

Moreover, such knowledge assumes that the characteristics of our national literature emanate from a particular "Americanness" that is separate from and unaccountable to this presence. There seems to be a more or less tacit agreement among literary scholars that, because American literature has been

clearly the preserve of white make views, genius, and power, those views. genius, and power are without relation ship to and removed from the overwhelming presence of black people in the United States.

This agreement is made about a population that preceded every American writer of renown and was, I have to believe, one of the most furtively not ical impinging forces on the country's literature.

The contemplation of this black pres ence is central to any understanding ( our national literature and should not be permitted to hover at the margins of the literary imagination.

—Toni Morrison, novelist and professor of humanities at Princeton University in Playing in the Dark: Whiteness and the Literary Imagination, published by Harvard University Press LETTERS TO THE EDITOR

### How Should Society Define Faculty Productivity?

TO THE EDITOR: In "Colleges Face New Pressure to Increase Faculty Productivity" (April 15), The Chronicle presented the viewpoint of many taxpayers and parents of undergraduates that faculty are teaching too little, devoting too much time to research, and earning salaries disproportionately high for their hours in the classroom.

In a recessionary period, particularly when literacy among the young is declining, investigation of our educational system will lead to scrutiny of resource allocations in our colleges and universities. This is as it

The Chronicle, however, by casting the issue as an effort by legislatures, boards of regents, administrators, and politicians to remedy a problem—that of light "workloads" for faculty-reinforces the assumption of many citizens that "workload" equals classroom responsibility. Those influenced by such selfproclaimed "exposés" as ProfScum have come to believe that scholars do research mainly for their own benefit, to enhance their careers, and to avoid the "real work" of teaching. This is a dangerous misconception.

Our country's intellectual well-being depends upon the public's appreciation of research. In a global society the exploration of nature, the examination of civilization, the analysis of human values, interests, and conceptual orders, and the criticism of received opinion potentially serve all human beings by expanding our knowledge of the world. Ecological, agricultural, medical, and technological research, the practical purposes of which encompass the improvement of human health, agricultural production, and our environment, can raise the standard of living of peoples everywhere. What we learn about the world makes, we hope, a better world.

The pursuit of truth is a communal clivity advanced by the exchange of ideas. As our society is presently structured, it is our institutions of higher education that foster and protect this exchange, by providing scholars freedom from political, economic, religious, and commercial pressures, freedom to think, to exeriment, to write, and to teach.

If, under pressure from the public, research universities decreased the time allotted faculty for "reading professional magazines," "consulting with colleagues," and "thinking" and increased the time assigned faculty for undergraduate classroom instruction, they would be making the ransmission of received opinion a higher priority than the attempt to nderstand the world. Furthermore, they would be neglecting the training of graduate students, our nation's future thinkers, which takes pl only in the classroom but also in laboratories, in the field, and in one-onone discussions about mutual research interests: this too is teaching, and it is inseparable from research.

The restructuring of higher education proposed by those who define "faculty productivity" simply as classroom instruction would not serve our country well. By curtailing the opportunities of American scholars to think and to write, such a transformation of our system would reduce the number and variety of American participants in our planet's intellectual discourse.

The improvement of our under-

graduate programs, which we all ences all over the world, and we pay want, should not, and need not, re- most travel expenses ourselves. quire that the United States abandon its position of intellectual leadership. BETTY JEAN CRAIGE

> MARGARET S. ANDERSON WYATT W. ANDERSON University of Georgia Athens, Ga.

TO THE EDITOR:

If one is among the vast majority of college and university professors who do not work for such "elite" institutions as the University of California system, Harvard, or Duke, one cannot help but feel a peculiar mixture of weary amusement and outrage at the concern expressed regarding "faculty productivity." Both emotions are aroused more by what is not said than by what is.

In the first place, the conditions under which we as the majority labor are never mentioned. Most of us have seldom taught fewer than 11 or 12 hours a week. Most of us are nevertheless required to maintain an active and productive research and scholarship program. Most of us are deeply involved in advising, assisting, and otherwise teaching undergraduate students every day, year in, year out. Few of us, I would wager, earn more than \$50,000 a year.

That salary figure is also significant. One wonders why, if most of the people earning the highest salaries at most institutions are administrators and athletics coaches, no one ever questions their salaries in the light of economic difficulties. After all, while faculty numbers have increased only slightly over the last 15 or 20 years, the numbers of administrators have exploded, and they are much more expensive employees than professors are. Where are the legislative watchdogs checking into

their productivity? . . . Thirdly, few employees in the private sector who had had to acquire the extensive training undergone by university faculty would be willing to foot the bill for business expenses, as is required by most institutions. We are required to participate in professional organizations, but we pay the dues ourselves. We are expected to increase the visibility of our institutions by presenting papers at confer-

Changes in the tax laws over the last 10 years have meant that only a fraction of these expenses are even tax

Finally, there is another reason why the flight from the classroom, to the extent that there is one, has become so attractive. Quite beyond the thirst of institutions for grant money and prestige, scholarship allows us to use our minds in the ways for which we were trained, and which has become increasingly difficult to do in the classroom. Many of us are expected to deal with students who are not prenared to do real intellectual work, and who frequently have no interest in it. We are teaching at levels that previously would have been considered appropriate for, at best, the secondary level. Legislators. boards of trustees, and administrators have handed this problem to us.

So it goes. Faculty have been increasingly locked out of the decisionmaking process, whether it concerns academic standards or the relative mportance of athletics on campus. Whenever there is a crisis, however. it is the faculty that is called on the carpet. Those of us in the majority would at least like to have our situations taken into account. Duke and Berkeley are not the measure of the academic world.

and they have a vested interest in not

identifying it as such. They therefore

should not be surprised if we burn

out and prefer to retreat to the li-

THERESA ANN SEARS

1 think they're coming dround for Seconds.

tors, trustees, presidents, deans, par- teacher from the merely "entertainents, and others who demand efficiency and increased emphasis on

SILENCE PLEASES



huge, competitive, impersonal multiversities. The demands of instruction vary in enormously complex ways from department to department. course to course, and student class to student class. How do you equate the vorkloads involved in lecturing to 1,000 about history or to 45 about biochemistry with those required to read 25 freshman compositions or to direct a doctoral dissertation in sociology? Do stipulated credit units or

intangibles like years of preparation or creative seconds while shower-Some deans, to improve the quality of instruction, depend upon "objective" student evaluations, but their validity is controversial. I, for one, am not convinced that a standardized rating scale can be apolied with fairness across all courses. Nor, in the hands of 19-year-old stu-This is the latest in a series of re- dents, can such an instrument relicent Chronicic stories about legisla- ably distinguish the "productive"

minimum minutes spent in direct in-

teraction with students account for

In contrast, an article, monograph, teaching. I have what I hope is a use- or book, evaluated by distinguished ful message for your readers who peers, or a research grant in six figmay be planning on tenure or promo- ures speaks for itself whatever the tion at a research university. Ignore · discipline and topic. Administrators the rhetoric! Publish or perish will (with their base in any specialty) can probably still hold true in the foresee- understand and appreciate research able future. I write as a person who productivity. If one is ambitious, a for over five decades has observed a superb publication record is visible fairly diverse sample of postsecond- and portable. It can generate offers nationally and internationally from Classroom productivity is very difficult to document and to manage in the world outside academe (govern-

ment, industry, the arts, etc.). In short, productive instruction, assuming it can be clearly identified, cannot compete with good research because the audience is smaller and lacks marketing power beyond the star

After sitting on dozens of review and search committees, I conclude that, at least in my field (psychology), good and even excellent teachers, according to their references, are abundant, but the pool of productive research men and women who are advancing knowledge remains rather small. If the public and the administrators of a particular research university mandate increased teaching loads (as may be happening at Stanford, Syracuse, and Ohio State). their best scholars I predict will either arrange exemptions (two tiers) ARTHUR A. DOLE

Professor Emeritus of Psychology in Education Graduate School of Education
University of Pennsylvania

### NEH appointee rebuts description of his views

TO THE EDITOR:

Your issue of April 8 described me as "a vocal opponent of campus workshops on issues of racism and sexism, of support groups for black students and women students, and of left-wing scholars" ("President Bush Names 8 Scholars to Sit on Humanities Board"). These are categorically false descriptions that miss my entire meaning.

I am an opponent of mandatory, coercive workshops on issues of racism and sexism, seeing these as a new form of mandatory chapel and Orwellian thought reform. As an undergraduate in the early 60's, I also opposed mandatory religious chapel: Did that make me an opponent of voluntary religious worship? I am an opponent of official agencies of groupidentity at universities: Does my bclief that Jewish students cannot be officially spoken for at universities by Zionists, or Chassidic rebbes, or anti-Zionists, or Jewish atheists make me anti-Semitic or opposed to a great diversity and pluralism of "support groups"?

The claim that I am an opponent of "left-wing scholars" is outrageous. Some of the deepest influences on my intellectual and personal life, and many of the scholars I admire most. academically and humanly, are "left-

wing." I am opposed to tendentious Continued on Following Page



### Letters to the Editor

Continued From Preceding Page scholarship, period, and to hiring or promotion on the basis of political affiliations; I would oppose these no point was there the slightest queswith equal fervor if they came from right, left, or center.

The reference to "Leninist . . . consciousness raising" specifically criticized those who wish the university in loco parentis to undertake the extracurricular "enlightenment from without" of students presumed hopelessly benighted; I was and am equally contemptuous of universities that stood or stand in loco purentis from culturally conservative per- governance. In fact, it last elected me spectives to re-educate the private consciences of their students (and faculty) on anything other than a voluntary basis. Thus, the conservative Campus Watch of Accuracy in Academin attacked my criticism of orthodoxies of any kind at universities as Penn, our first college house and authoritarian that people like Jeffer-"amoral" and "value-free" and disputed my criticisms of the universities of the 1950's and early 60's; un- and diverse residential communitylike others, it attacked my ideas and not my person.

You quote Ms. Elena DiLapi, director of the Women's Center at the gineer this by social work, but creat-University of Pennsylvania, alleging my "opposition" to women's rights and my "potential censorship of women and people of color." These are false, malicious, and defamatory charges. My entire opposition to the official agency of such women's centers comes from my reiterated belief that women, blacks, Hispanics, gays, and lesbians are fully individuated and internally diverse groups that cannot rightfully be spoken for collectively by self-anointed, particular, partisan voices. I always have believed, categorically and unequivocally, in the full and equal rights and dignity of individuals without regard to such group characteris-

I hesitate, on grounds of dignity, to state my history on these matters, but I am tired of being the object of character assassination. I have served as the chair of the American Civil Liberties Union of Greater Philadelphia's Committee on Academic Freedom. In 23 years of teaching, I always have been evaluated by students as an open-minded teacher who encouraged critical thought and did not advance my own philosophical or political views in the class- of human understanding and expresroom. I have won two major University of Pennsylvania awards for my college teaching, most recently in 1989. Not one review of any book I have written or course I have taught has ever hinted at a partisan agenda

Twice in the 1980's I directed summer institutes for high-school teachers for the National Endowment for the Humanities on "The Texts of Toleration," working with a remarkable and representative cross section of secondary-school teachers to explore the development of the idea of 1y. And Dr. Schuman is a clear and army which wrested sovereignty and profound implications for education in a heterogeneous American so-

At the University of Pennsylvania. I have been elected several times by my colleagues in history, most of whom disagree with my political analyses, to be their representative on the Faculty Senate and University Council, which I believe attests to their perception of my fairness. I recently served for two years as the I'll stick with Locke, Smith, and chair of the Committee on Undergraduate Education of the School of Arts and Sciences at Penn, presiding over a modification of our curricular

committee were adopted overwhelmingly by the entire faculty of the School of Arts and Sciences, and at tion raised about the non-partisan and collegial exercise of my func-

Indeed, the entire faculty of the University of Pennsylvania twice has elected me to serve on its nine-member, university-wide Senate Committee on Academic Freedom and Responsibility, the final court of appeuls on matters of academic freedom and responsibility in faculty precisely in response to my "statement" about the incompatibility of thought reform and education. I co-founded, lived in for eight

years, and served as faculty housemaster of Van Pelt College House at forts, gave Penn its most integrated be protected from. in terms of gender, interests, race, sexual orientation, and undergraduate school and major; we did not ened a climate of individual dignity and seriousness in which people chose to live together across what increasingly have become barriers in our uni-

I am a member of the group of historians who signed the historians' initiative in the ACLU's Reproductive Freedom Project, and, within the Republican Party, I am a member of the Republican Liberty Caucus, which works for women's rights, gay and lesbian rights, and rights of privacy.

I have been a four-year foster parent, creating an interracial family in my own home, and I have an unqualified belief in the beauty of a truly integrated America.

It is absurd to have to cite such things, but I should be grateful indeed if discussion of freedom, individualism, and intellectual life in universities could proceed at last ad rem and not ad hominem, and I am appalled by the repetition of false claims about me that fail to understand either my absolute and abiding commitment to equity, openness, and tolerance or my view of the humanities as an open-minded, critical, and intellectually diverse exploration ALAN CHARLES KORS

Communitarianism vs. individualism

David Schuman ("Our Fixation on Rights Is Dysfunctional and Deranged," April I) may be right that we talk too much about rights. What we should talk about instead is liber-

It is fitting that he should refer to his favored "strand of thinkers from Aristotle to Rousseau to Marx"-Rousseau whose doctrine of the "general will" provided the rationalization for the Terror of the French Revolution, and Marx who provided the general justification for the murder of uncounted millions of people in the 20th century. All these crimes were in the name of "community."

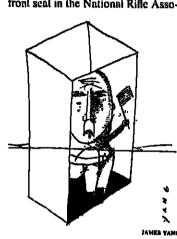
Mill, thank you. Why Dr. Schuman calls what he wants "communitarianism" is un control law, passage of which has

from: authoritarianism, paternalism,

Certainly Dr. Schuman knows, or should know, that it was because the original Constitution did not express concern with "inhibiting governmental authority over individuals" that the Bill of Rights was demanded in the first place. Since he wants to understand even the First Amendment as allowing only the kind of worthy and virtuous political speech that seems appropriate to him. I have no one which, under my ongoing ef- son were greatly concerned that we

KELLY L. ROSS Professor of Philosophy Los Angeles Valley College Van Nuys, Cal,

To soften up opposition to an attack on civil liberties in his opinion piece, David Schuman pretends to ssociate himself with "left-leaning, American Civil Liberties Union types like me" who "convenientignore the Second Amendment. Rather, his argument carns him a front seat in the National Rifle Asso-



ciation stands and—surprisingly for a law-school faculty member-with others on the right who "convenient-' forget the Amendment's crucial troductory words. The Second Amendment, of

course, begins with an absolute phrase: "A well regulated Militia, being necessary to the security of a free State, ... " The historically informed and the genuine ACLU types know that the reference is not to Schuman's romantic vision of the "isolated pioneer homesteader defending his humble cabin from beast and savage" (by savage does Schuman intend our indigenous first Americans?), but to the continental from the British tyrant and assured a "free State (emphasis added)."

Could Professor Schuman seriously claim that the Founders intended to permit every Tom, Dick, and Mary to wield a Saturday-night special or that such ownership advances a free State? Does the mayhem of our cities conform to his idea of a well-regulat-

A definitive interpretation of the Second Amendment, which would scille the question for both of us. could easily be accomplished via a challenge to a comprehensive gunclear considering all the array of been consistently defeated by the an saying it too. . . . Suddenly all requirements; the proposals of my terms there are already to choose pressure factics and campaign contrithose people who have a vested inter-

totalitarianism, etc.

It astonishes me how since the fall of communism all these anti-individualist academics keep popping up. like mushrooms. . . . I find it especially disturbing, however, that much of the sentiment comes from professors in law schools. I hate to think that we won the Cold War just to have many of our own intellectuals buy the Marxist fantasies and lies that propped up the Soviet Union.

butions of the NRA—an admission of est in perpetuating the "waronay" its fear of judicial review and of the en" in this culture have a spologe greed and cowardice of our legisla-BETTY LOU DUROIS

ALLIMNI

DONOR

RECORDS

"I know he's a crook, and I know the money is illegal.

but can't you just delay the investigation a little blt

and give us a chance to spend some of h?"

Camille Paglia: bad girl of academe? TO THE EDITOR:

I keep thinking Camille Paglia will turn up next in a bullet bra and fishnet stockings vogueing to some Madonna tune, taking on all the shoddy women scholars in the universe "Camille Paglia, Academic Guerrilla, Relishes Her Role as Feminist Scourge," April 1). Her chorus of all-male dancers, straight from the National Association of Scholars. vogueing too, no doubt, will con reassuringly that everything she believes is right and true, from her support of child pornography (as quoted in Time), to her attacks on whiny rape victims, to her gushing worship of massive architectural phalluses fleaving us all back in those troublesome grass buts with those inept female architects), to her belief that most feminist scholars need to be, in her best McCarthyesque fashion,

named openly at elite institutions, blamed for not accepting her scholarship, trashed for their treatises on deconstruction, cultural backlash, women's studies, cross dressing, to name just a few. I find her contempt for Harvard's Marjoric Gurber and Duke's Eve Kosofsky Sedgewick curious, at best, since their discussions of gender seem to mirror Paglia's own appearance in People, where she is photographed, hair slicked back, dressed in street-fighting black, brandishing a switchblade, facing the camera head

on, ready to take on any date-rape swoop. . . . Like Madonna, she keeps recreating her image us the bad girl-only this time it's of academe; she brags about kicking a student at Bennington, starting a fistfight at another institution, continually lambasting her feminist opposition in a street-tough vernacular reminiscent of Sylvester Stallone's working-class

Unfortunately her foray into fame has allowed the right wing to co-opt her messages; suddenly all those conservative white men, who have been crying "shoddy scholarship" at

VS#ixson

It seems like Paglia has had to si women out to get tenure, and & won't stop at that. I fully expected she will recreate herself once at: This time as a high-tech, pumpsky: Terminator, bulging under a syste ic loin cloth, complete with apsec Austrian accent, telling Dom! Haraway on "Sally Jessy Raphel" "I'll be back!" MARIA BRIN of American Thought and Lag 7 Michigan State Used East Larsing, 153

Public higher education is a state responsibility

After reading Thomas P. Walker Point of View ("The Inequiped Low Tuition," April !) I have use stant solution for the financial prolems facing public elementary p secondary schools across the said Panilles with an average income \$60,000 or more should pay tuint This added to revenue from the par would permit low-income students attend without tuition and the would be money for all the old needs of the schools.

Would it fly? Of course not fl American people have long mot stood and accepted the fact that d cation at the elementary and secon ary levels is a state responsibility. gardless of family income.

That they do not understand a accept that higher education is should be part of the package is of ous. That the president of a pole institution of higher education & not truly boggles my mind.

The large volume of letters to the editor of The Chrant cle prompts this suggestion Limit the length, where possible, to 500 words: In the competition for space, short letters must sometimes given preference. Letters may be condensed. Send them to: Letters 14,

the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.

THE ARTS

### A Rich, Idiosyncratic Journey Into the Plays of Samuel Beckett

By Zoë Ingalls HANOVER, N.H. EAD Samuel Beckett's R plays, then listen to Billie Whitelaw perform them. It's like watching a crumpled hotair balloon inflate. Air rushes in, and two dimensions become three, round and quivering and ready to ascend.

"Mother." Pause. "Mother." She intones the opening lines to Footfalls, one of several plays written expressly for her by Beckett, with whom she maintained a close professional relationship for 25 years.

"Mother. . . . Were you asleep?" Listening are the 30-odd sudents who have gathered in a small theater at Dartmouth College where the cadavers of plays are laid out and dissected.

It is day three of four during which Ms. Whitelaw is conducting master classes at Dartmouth, the last stop on a sweep that began at Smith College in February and included Wellesley College and Washington College in Mary-

A petite figure in blue jeans and sweater, Ms. Whitelaw stands in front of the stage. She holds her script in one hand and snaps the fingers of the other in time to the rhythm of the sentences.

"Moth-er." Snap-snap. "Don't feel you have to act it out," she tells Charmaine Oakky, a freshman who has joined her down front to attempt a reading. "Say it more like a robot. As Sam would say, 'No color. No color.' "

Ms. Oakley tries again and manages a "Shall I tell you what I have written

there on the side in my script?" asks Ms. Whitelaw " 'Bong-bong.' Moth-er." "Moth-er," the student tries again. Bong-bong. The syllables resound like the folling of a bell. Again: "Moth—er. Mah-

"When she said 'Bong-bong,' I related that to sound," Ms. Oakley says. "I love the musical quality of Beckett's workhow words can be strung together like a

Ms. Whitelaw, the British actress, and Beckett, the Irish playwright, novelist, poet, and Nobel Prize winner, first worked logether in 1964, when she performed in his drama Play at the National Theatre in London. Their relationship evolved into a unique collaboration that enabled the playwright to refine his work in rehearsal, te actress as "the pen in his hand, as she puts it. She is considered the preeminent interpreter of Beckett's plays.

Beckett directed Ms. Whitelaw in Happy Days, Footfalls, and Not I. She also acted in others of his plays, including Come and Go, Rockaby, and Enough, under various directors. Even then, she says, she and Beckett "rehearsed by telephone quite a bit." Their collaboration continued until Beckett's death in 1989.

Although this is Ms. Whitelaw's first foray into teaching, she has had a long and varied career in British theater outside of her association with Samuel Beckett. She has been a member of the National Theatre



Billie Whitelaw, strapped into a perpetually rocking chair, in a 1986 production of Samuel Beckett's "Rockaby."

and again in 1988 for The Dressmaker. Her

most recent film is The Krays, released in

1990. On the Queen's birthday last year,

Ms. Whitelaw was made a Commander of

the British Empire. She has just completed

a television mini-series for the British

Broadcasting Corporation called "Firm

Friends" that will be shown in the United

"Somebody once said to Beckett, 'Why

"He said, 'Because she doesn't ask me a

She didn't need to. She has an instinc-

tive grasp of Beckett's themes and charac-

ters. When she and Beckett worked on a

play together, they didn't talk about "what

it means," Ms. Whitelaw tells her class.

"People say, 'What does it mean?' I can't

"Footfalls was the only play I asked

Sam anything about," Ms. Whitelaw says.

"Because when I read it, I panicked."

There are two characters in Footfalls: an

invalid and the daughter who looks after

her (Ms. Whitelaw's role).

tell you. I can tell you how it feels."

do you like to work with Billie White-

States. She doesn't know when.

lot of damn fool questions."

Company, and played Desdemona to "On the second day of rehearsal I said, 'Am I dead?' He thought for a minute and Laurence Olivier's Othello in 1966. In 1989 said, 'Let's just say you're not quite she played Martha in a powerful prothere.' That made sense-one is in a duction of Edward Albee's Who's Afraid strange limbo land of not quite dead." of Virginia Woolf at the Young Vic. She also has appeared in over 200 television plays, films, and series and has been twice

In her classes, Ms. Whitelaw encourages the students' questions and solicits their reactions to the plays they take up. voted England's Television Actress of the 'There are no right answers," she says. "I'm picking at your brains as much as you The British Academy of Film and Television Arts named her best actress in 1968 for her performance in Charlie Bubbles

To a visitor she explains: "I'm not really teaching anything. I'm just taking them on the same journey that I made with Samuel Beckett-taking them through the process I went through. "I am not a teacher, but I do know what

I'm talking about when I'm on that jour-

The journey is a rich, idiosyncratic amalgam of technique, explication, critique, biography, anecdote, and inspiration. She shares costumes, photographs, playbills, and heavily annotated scripts. At Smith, where she spent five weeks, she helped students through the grueling process of bringing a play from first reading to trial

Even though her time at Dartmouth is more limited, she says her goal is to give students "some sort of flavor of the man as the total artist-the sense that what is on the page is only the beginning."

s. WHITELAW has acted on stage buried up to her neck in dirt (Happy Days) and strapped into a perpetually rocking chair (Rockaby). She hurt her back performing in the twisted

position required for Footfalls and developed problems with her central nervous system after heing immobilized so that only her mouth could move for Not 1.

In addition to conforting her body at Beckett's behest, she followed his precise instructions. even to the subtlest of gestures. Ms. Whitelaw compares herself to a dancer "who has to observe the music and the rhythm."

"Having observed all of the reautrements Beckett demanded, I then found a marvelous free-

Other actors chafed under Beckett's controls. Some found it particularly difficult to meet his vision of a performance devoid of embellishment. Ms. Whitelaw recalls that Albert Finney, who starred in Krapp's Last Tape at the Royal Court Theatre in 1973. turned to her for guidance as he struggled to mute the emotional color with which he tinted his

" 'What am I supposed to do. Billie? I take reds and greens. blues and pinks out of the cupboard and mix them."

"I said, 'Put all the tubes back in the cupboard, Albert. Use your blacks and whites and grays."

Despite her counsel, Beckett and Mr. Finney "couldn't hit it off at all." Ms. Whitelaw recalls. She's been more successful at

getting some of her students to see what Beckett aimed for. "My initial reaction was thinking that, with Beckett, you have no room

as an actor, nowhere to go," says Malcolm D. Nicholls, a theater major at Hampshire College who took Ms. Whitelaw's classes at Smith.

A FTER WORKING with Ms. Whitelaw. he says, "You realize, Yeah, there is room. And, depending on what kind of theater experience you are looking for, the potential in Beckett's work is even greater than that of most theater in terms of expression. His work is so constrained, so compacted, so raw-it's like you're main-

At Dartmouth, the small theater has become warm, and Ms. Whitelaw has loosened the neck of her heavy wool cardigan. Like a dancer at the barre, she bends her knees, swaying slightly from side to side and snapping her fingers to punctuate phrases while her voice taps the consonants and caresses the vow-

"Mother, Mother. . . . Would you like me to inject you again? . . . Would yo me to change your position again? Straighten your pillows? Change your drawsheet? Pass you the bedpan? The warm-ing pan?" On this last phrase, she breaks her pattern of monotone and her voice ascends the scale, then dips briefly before again finding its place in line.

"You read the play," Ms. Oakley says, "and then you come to class, and your perception of what you read changes."

"The way she's saying it seems to give it more meaning," she continues. "You think, This is the way Beckett meant it to



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Application
Applications including curriculum vitae, and the names of three references should be sent to the General Secretary, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before May 27, 1992, [Pax (852) 3642166]. Further information is available from the same

Adminsions: Adminsions Counselor. Carroll College is seeking energetic and merketing oriented individuals with excellent interpersonal and consummlession skills, and strong organizational nbillities. Candidates with auccossibl adminsion or related experience preferred. Responsibilities include extensive travel and intensive personal contract with prospective students, perents, high school counsplors, and alumni. Sabary is commenquirate with experience. Aliminam qualifications: Bachcior's degree, commilment to the internal arts, and appreciation for small college environment. Send letter of application, resume, and pamer/phone numbers of at least three references to Directure of Adminsion, Carroll College is a Catholic, liberal arts college of 1,300 students located on a beautiful site in Mortana's capital city. Review of candidates will begin May 25, 1992. Carroll College is an EOE.

Admissions: Assistant Director for Northwest Recruitment. Carroll College is seeking on energatic and creative individual to direct recruitment and admission responsibilities from the college is stellar to direct recruitment and admission responsibilities from the college a stellar or related experience, computer personal computer knowledge, excellent oral, written and interpersonal skills. Responsibilities include extensive travel in northwestern United States interviewing, coordinating special recruitment group and maintaining contact with prospective students, parents, high school countelors, and alumnic Candidates must have at least as bachelor's degree and demonstrate a commitment to the liberal arts and an appreciation for a small college environareal. Salary is commission, resumé, and names/shone numbers; of at least three references to Director of Admission, Carroll College, Helena, Montana 59625. Carroll College, Release Catholic, liberal arts college of 1,300 students because on a beautiful site in Montana 2019. Review of candidates.

fornia, has begun a search for a Director of Alcohol and Drus Education. Minimum of Master's Dearce with some experience in chemical dependency prevention. For foo-description or information, call (619) 260-4888 or write University of San Diego, Of-Dice of Student Affairs, Alcala Park, San Diego, California 92110.

CFDAR CREST COLLEGE

Cedar Crest College is a four-year, independent, liberal arts college for wormen. There are 1,200 students, half of whom are traditional age and half of whom are adults returning to school. The 125-year-old college offers 32 majors with 57 full-time faculty, 88% of whom have terminal degrees. The beautiful compus is located in the Lehigh Valley, 90 miles from New York City and 50 miles from Philadelphia.

Assistant/Associate Professor of Philosophy/Religion Cedar Crest College seeks to fill a full-time, tenure track faculty position at the Assistant or Associate level commencing with the 1992/1993 academic year. A broadly trained Ph.D. with a background in social and political philosophy and

**Assistant Professor of Communication Studies** The Department of Communication Studies at Cedar Crest College seeks to fill a tenure-track Assistant Professor position starting Fall 1992. Applicants must be able to teach a broad range of courses, including the introductory course and some of the following:

New Technologies
Organizational Communication
Critical Media Studies
Law, Ethics & Philosophy of Mass Communication
International Communication International Communication Ability to teach Video Production a plus

Requirements: A Ph.D. in Communication Studies or a related field and a commitment to a liberal arts undergraduate education. Send letter of application and curriculum vitae to:

Dr. J. Robert Halma Acting Dean of Faculty Cedar Crest College 100 College Drive Allentown, PA 18104

EOE

**TEXAS A&M UNIVERSITY** 

PROFESSOR AND HEAD

**Department of Rangeland Ecology** 

and Management

Texas A&M University invites applications for the position of Professor and Head of the Department of Rangeland Ecology and Management. The Department consists of 30 faculty, including 7 extension faculty and 9 off-campus research faculty, and approximately 50 graduate and 90 undergraduate majors placing it among the largest range science programs in the Nation. The department head functions as an administrator in the College of Agriculture and Life Sciences, the Agricultural Experiment Station, and the Agricultural Extension Service with responsibilities for a state-wide program. Responsibilities include intellectual and philosophical leadership, management of Departmental resources, and principal listson with external organizations, Required qualifications include an earned Ph.D. in range science, ecology or related discipline and demonstrated capability for leadership, management, and program integration. Send curriculum vitae and the names, addresses and phone numbers of five references, by I july 1992, to Dr. David D. Briske, Chair, Search Advisory Committee, Department of Rangeland Ecology and Management, Texas A&M University, College Station, Texas 77843-2126 (Phone: (409) 845-7332; Fax. (409) 845-6430).

Texas A&M University is an Equal Opportunity. Affirmative Action Employer

EAST STROUDSBURG UNIVERSITY

announces employment vacancy in

**Basic Physical Education** 

The Department of Basic Physical Education announces a full-time continuing, tenure track position beginning in the fall of 1992 for which applications are invited. Intramural Director/Activities instructor wanted for aquatics and other physical education activity courses as needed. Responsibilities will include coordination of the Intramural-Recreational Program including supervision of lifeguards with teaching duties in major and non-major programs. Ability to teach Water Salety Instructor course and Aerobic Dance preferred. Master's degree in Physical Education or related field, with appropriate certifications to teach aquatics and aerobic dance courses. Salary range; \$24,603-\$32,970. Persons interested in this position should forward a letter of application, transcripts, a resume, and three current letters of recommendation by June 1, 1992 to: Professor Quentin Currie, Chair, Search Committee, Basic Physical Education, Koehler Pieldhouse, East Stroudsburg University, East Stroudsburg, PA 18301.

ESU is an AA/EEO employer M/R/H/V. A Pennsylvania State System of Higher Education University

FURTHER INFORMATION: Selection criteria for the position rest, formation on the University is available from QUT's Personal Dec. (ment, telephone (07) 864 3745, facesimile (07) 864 3998 or email to quit edu, au. For further information on the position contact Protest Cameron Haziehurst on (07) 864-4769. APPLICATIONS: Applications should quote 22282 and included dence of academic qualifications, experience and teaching stations plus the names, addresses, telephone and faceimile numbra.

ASSOCIATE PROFESSOR

Queensland University of Technology is one of Australia's news related to the campus of the campus o

largest universities with 23,000 students on five campuses.

A new position in the School of Humanities within the Faculty in has been created for an Associate Professor in Asian Studies 2: sent the following Asian tanguages are taught within the larges; chinese, Japanese, and Indonesian to students in Education: Business Studies. Asian studies are offered as part of make a quences in geography and history, it is planned to introduct is language/culture in the future. In 1993, the School will infoduce a major in Asian Particulates. Within this wider framework, the School will infoduce a concentration of expertise in South-East Asia. The appoints at a concentration of expertise in South-East Asia. The appoints as students in a number of faculties on different campuss.

At associate professor level, QUT is under-representation.

At associate professor level, QUT is under-represented by work therefore suitably qualified women are encouraged to apply.

CONDITIONS: Permanent appointment is excelled and understand and innovative technique and innovative technique and innovative techniques.

CONDITIONS: Permanent appointment is available at the km2d/l-sociate Professor (SUS49,167 (SAUD84,676) per annum). Carcin include subsidised superannuation, relocation assistance, p.3 sional experience leave and study assistance.

IN ASIAN STUDIES

(Tenurable)

Applications should address the selection criteria and should at the Personnel Director, QUT, Locked Bag No 2, Red Hill, Outside 4059 Australia by 20 May 1992. Smoking is not permitted to 6.

An Equal Opportunity Employer



University of LIMERICK OLISCOLI TILMAT

### PROFESSOR IN ARTS/HUMANITIES Applications are invited from those in the Humanities and

the Arts who ballow they have the necessary academic standing, leadership and administrative ability topiayake role in the further development of the College of Arisand Humanities and of the University.

From the outset the College of Humanities has pioneered initiatives within the developing university: introducing freland's first degree in European studies, and subsequen a range of interdisciplinary programmes of teaching and research related to Iroland's emerging international role

The person appointed will have a record of achievement proven commitment to excellence and to furthering the University's strategic role in social, cultural and economic

The person appointed should have the capacity to servest leader within the College: a proven record of achievement more important than the specific academic discipline.

Application material, available from the Personnel Department, University of Limerick, Limerick, shouldbe completed and returned by Friday, 5 June 1992

Closing date: Open until a selection is made. Send three (3) current letters of reference, transcript(s) and resume to: Mr. Arthur H. Pollard Employment Manager, Personnel Offlice, Alabarna Silotto, Note; An Official Alabarna State Universition is necessary for consideration by the Screening Committee. Official application is necessary for consideration by the Screening Committee. Official application and an Art History more as well and the seven of the program of th

er.

Arti Faculty position. Art position—master's or doctorate in Art. The applicant should have a minimum of two years of employment experience as elementary or secondary art teacher and advanced study in methods of teaching art. Preference will be siven to the applicant with studio background in palnting Tenure track position for nine-month contract with possibility of stummer school employment. Salary and rank are negutiable. Interested persons should forward a letter of application and a résumé (including names and telephone numbers of references) to the address below. Candidates for the position will be asked to have transcripts of all graduate work forwarded at the appropriate time. Dr. Douglas W. Johnson, Vice President for Academic Affairs, Ciaflia College, 400 College Avenue, Orangeburg, South Carolina 29115. of the candidate to: American Indian Affairs Search Committee, P. O. Box 61.
Mankino Stata University, Mankato, Minnesotia 5600-8400. Application deadline: May 13, 1992.

Actiaeology: Purdue University-West Lafayette, Department of Sociology and Anthropology, seeks contract CRM archaeology: 1355 Stone Hall, Purdue University-West Lafayette, Department of Sociology and Anthropology, seeks contract CRM archaeology: 1355 Stone Hall, Purdue University-West Lafayette, Department of Sociology and Anthropology, seeks contract CRM archaeology: 1355 Stone Hall, Purdue University-West Lafayette, Indiana 47907-1365, Applications received prior to June 15, isological to a half-time termination at the production of the contraction of the Committee of the Co Archaeology: Purdue University-West Lafayette, Department of Sociology and Anthopology, seeks contract CRM archaeologist for a half-time termine-fract position at Assistant Professor level to besin August 15, 1992, Ph.D. and experience in Midwest 15, 1992, Ph.D. and experience in M

Art: fustructor/Assistant Professor, Fall 1992, one year appointment, pending funding of position. Specialization: 19th and 20th Century. Secondary emphasis; American Art. To teach survey—Paleolithic to Modern (for non-majors); survey—Renaissance to Modern (for majors); upper lev-

capped and vecrons are company of the payment of th Ahleic Iralang James Madison University is accorded suppleations for the parties of the parties

**Public Services Technology** Division Chairperson

J. Sargeant Reynolds Community College is a comprehensive two-year college dedicated to providing quality educational opportunities to the residents of the Richmond metropolitan area and surrounding counties. The College has three campuses located in urban, suburban, and rural settings. Total circullment exceeds 12,000 each fall sentester.

COMMUNITY

COLLEGE

The Business & Public Services Technology division charperson position is a full-time, twelve-month administrative appointment. Academic rank and salary commensurate with the education and experience of commensurate with the e

m-greened \$48,789.

Unfer the direction of the Parham Road Campus Provost, the division the feeth direction of the Parham Road Campus Provost, the division that the direction serves as the administrator for Business and Public Services felmology programs. Responsible for all administrative functions of the feethology programs, the services of adjunct inventory control, preparation of rontine and special reports, requisitioning of equipment and supplies, and contracting for the services of adjunct instructors. Working through program heads to spenishe for various disciplines, organizes, administers, and supervises to adjunct instructional programs and curricula. Evaluates the effections of divisional curricula. Considers feasibility studies and makes recommendations tegarding the need for new programs. Makes recommendation to the sampus provost concerning recruitment, appointment, assignment. commendations regarding the need for new programs. Makes recommenda-tion to the campus provost concerning recruitment, appointment, assign-ion, classification, and evaluation of instructional faculty and classified employees. Supervises academic advising. Service on various campus and college commutees and task forces. Qualifications Required: Bachelor's de-tection a bisities or a public service related field and a Master's degree in classified at the director/coordinator/program head level in a business or public service technology program. Qualifications Preferred: Doctorate; to shing or employment experience in one or more of the following disci-ples; accomming, business, computer information systems, public services. place accounting, business, computer information systems, public services. APPLICATION PROCESS: All application documentation must be re-tified, if hand-delivered, or postmarked by June 15, 1992. A completed application folder contains a letter of application, a completed State applica-tion form and/or resume, three current letters of recommendation for the position, and all official academic transcripts. Application reviews will begin june 16, 1992. All correspondence should be sent to the Human Resources Office, J. Sargeant Reynolds Community College, P. O. Box 85622, Rich-mond, Virginia 23285–5622; phone: (804) 371–3249.

AA/EOE

### EASTERN CONNECTICUT STATE UNIVERSITY

### **Communications Department** Eastern Connecticut State University is characterized by an innovative undergraduate arts and sciences program, dynamic programs of professional preparation and a commitment to experiential learning.

Eastern faculty are expected to be outstanding teachers, to possess sensi Eastern Beolify are expected to be offstanding teachers, to present a during the latest the extension and to demonstrate a commitment to cealive activity and scholarship, professional development and professional service. The University serves 4,500 full and part-time students in a rand environment east of Hurtford and midway between New York City and Bactors.

The position below is being searched for a tenure track placement with rank and salary dependent on qualifications. Excellent fringe benefits package available. Eastern's faculty teach at twelve hour load each semester along with involvement in research and creative activity and service. Associate Professor/Professor and Department Chair. Full 1992. Ductor-der required in mass media/communication or closely related field. Appli-cials must demonstrate excellent teaching record in higher education for all less five years, a proven record of academic and administrative leuder-hip, and ongoing research. Possible teaching areas include telecommuni-cations policy, communications research, and communications theory. The Department includes the areas of mass media, radio, television, public telations, and organizational communication. The Chair is responsible for leading the Department and faculty in academic and fiscal affairs.

Send current with laters of interest, and account addings as and telephone.

Send current vita, letter of interest, and names, addresses and telephone numbers of at least three references to: Mr. John Zatowski, Communications Chair Search, ECSU, 83 Windham St., Willimantic, CT 06226. Screening begins immediately and will continue until the position is filled. Eastern is an Affirmative Action, Equal Employment Opportunity em-ployer and is aggressively recruiting female and minority applicants in an effort to bring greater diversity to its work force and community.



Attent ament Madison University is activate applications for the part-time (10 most) position of Head Cheerfeader Cosh Position will include administering il aspects of the program, such as coachies, neutine, scheduling practices for oberiesders and dance team, making madisate and dance team, making the programment of the programment sch autes. Applicant must be familiar sich au diese. Applicant must be familiar (Colorence, State, and University reaulates, Backelor's degree treutured. Experitors la checkeder of the present sich set colored in the present sich set colored in the set of application, risund si tetter of application and risundamento della si tetter of application appli

Aviation: Assistant Professor. Tenure track position at Louislana Tech University. Teach all flight related courses. Administrativa responsibilities. Current Commercialinstrativa and Multi-canine required. ATP preferred. Master's required. Salary \$24,000 to \$26,000. Conlact John H. Filbiol. Chairman. Search Committee, Department of Professional Aviation, Box 3181 Tech Station, Ruston, Louislana 71270; phone (318) 257-2691/2692.

1992, to Dean Haywood Mayton, Liv-ingston University, Livingston, Alabams 33470, Incomplete applications will not be considered. Equal Opportunity Employer.

Rehavioral Sciences Position starting Pall 1992 at Utah Valley Community College in Orem. Requires a Ph.D. in Sociology plus one year of full-time, paid teaching or equivalent, or gradualion from an accredited college or university with a master's degree in sociology plus two years of full-time, paid teaching. Cluical and/or social or community agency experience highly desirable. Application deadline is Juno 5, 1992. For application and information, contact Personnel Services, (801) 222-800b, extension 8207. UVCC is an accredited con-

### WINTHROP COLLEGE SCHOOL OF EDUCATION

Three tenure-track, entry-level (Assistant Professor) faculty are sought in the following areas:

- Educational Psychology Reading
   Early Childhood Education

Faculty are expected to teach undergraduate and graduate courses, advise students, and engage in scholarly and service activities. A doctorate in the appropriate field and K-12 teaching experience are required. Related education and/or experience in educational research, multicultural education or middle grades is preferred.

Applicants should send a letter of application, current vita, and a list of at least three references to Dr. Jack Coffland, Division of Curriculum and Instruction, School of Education, Winthrop College, Rock I till. SC 24733. Complete position descriptions are available upon request. To ensure full consideration, applications should be postmarked by May 18, 1992.

Winthrup College is a 100 year old public, coeducational institution with 5,300 undergraduate and graduate students enrolled in the College of Arts and Sciences and three professional schools of Education, Business Administration, and Visual and Performing Arts. Degrees are conterred at the bachelur's, master's and specialist levels. The College will become a University in July, 1992.

The School of Education is NCATE accredited, a member of Goudlad's education renewal network and the Renaissance Group. The School enrolls 1,200 students in twenty programs and employs over fifty full-time

Located in Rock Hill, South Carolina, a community of 45,000 in the geographic center of the Carolinas, Winthrop shares the advantages of being located only twenty miles from Charlotte, North Carolina. The Collège enjoys an excellent relationship with the progressive Rock Hill community. The area alfords residents ample cultural and recreational

Winthrop College is an Equal Opportunity, Affirmative Action Employer.



### Social/Behavioral Science

Faculty member in the School for Adult and Experiential Learning (SABL) to work with non-residential M.A. students pursuing individualized programs. Interest in student thesis development essential. Some teaching in the weekend adult B.A. program. Ph.D. required. Multifeross-cultural orientation and experience with adult/graduate students and/or external degree programs destander. Clinical experience in counseling or psychology un asset. Full-time position, starting September 1, 1992.

Antioch University is known for its tradition of educational innovation. SAEL, along with Antioch College, is located in Yellow Springs, Ohio. The University also has campused in southern California, New England, and Scattle. The village of Yellow Springs is a progressive community adjoining a nature preserve and is only a short distance from Dayton, Cincinnati, and Columbus.

The Search Commune.

The Search Commutes will roview applications as received until the position is filled. To apply, send a statement of interest and qualifications, complete révumé, and contact information for three references to Dr. Elliot Boldus, Anthuch University, SAEL, 800 Livermore Street, Yellow Springs, Ohio 45387; 513-767-6321.

Antio, h University is an affirmative action, equal opportunity outployer Applications from a onen and minorities are encouraged.



**FACULTY POSITIONS McIntire School of Commerce** University of Virginia

The McIntire School of Commerce invites individuals with appropriate (Ph.D. or D.B.A. in a business-related field) to apply for faculty positi MANAGEMENT—One position in the ereas of organizational behavior human resource management. Rank open/astary competitive. Position available January or September, 1993. Apply by November 1, 1892 to Stewart C. Malone, Management Area Coordinator.

MARKETING—One year Visiting Assistant Professor position beginning September, 1992. Teach Principles, Strategy, and/or elective quurse. Ap-ply as econ as possible to John M. Gwin, Marketing Area Coordinator. The McIntire School was founded in 1921 and is AACSB accredited. The School has approximately 630 undergraduates, 100 master's students, and 60 faculty. Send curriculum vitae to the Area Coordinators listed above at the McIntire School of Commerce, University of Virginia, Charlotteville, VA 22903.

The University of Virginia is an affirmative

Biology: Arkanaas Stats University-Beebe Branch is seeking a tenure-track triology instructor. The instructor will teach seneral biology and human anatomy comes beginning August 15, 1992. Night and Saturday teaching may be required. Preferred Qualifications: Master's dearce sequired; Fh.D. preferred. Teaching experience desirable. Good communications akilis required. Other duties include advising students and serving on university committees. Benéfits Complete frings benefits package, including TIAA/CREF rethrement program. Location/Size: ASU-Beebe is a branch campus of Arkanass State University at Josephoro. The campus is located 33 miles increased of Linte Rock. Current anrighment is over 1,600 students. Application Deadline: Inkial screening will begin on May 11 and will continue until the position

munity college serving 8,000 students. AA/
BOE.

Blology: Arkanaa State University-Beebe
Branch is seeking a tenure-track biology inbiology and human anniony courses beginplang Aurus 15, 1992. Night and Saturday

AAEOR.

Biology: Carlow College, a Cathotic, liberal arts college located in Pittaburgh, Pennsylvania Invites applications for the following position. Minodity candidates are escouraged to servly. Carlow is an Edual Opportudy Penployer. Assistant Professor of Biology, toutie-truck. Responsibilities: The Division of Natural Sciences is seeking an individual with a broad basic biology background with a broad basic biology background with a second basic biology principles of biology, anatomy and physiology, espolacy and upper-lovel courses in grea of interest on the anatograndusic level. Qualifications: Ph.D. In Biology and a compriment to excellence in teaching, Salary:

FULL/ASSOCIATE PROFESSOR OF EDUCATION (Specialization in Reading/Literacy Education) RESPONSIBILITIES: Teach undergraduate and graduate courses in reading/literacy education which may include integration of reading/writing, organization and supervision of literacy programs, psychology of reading, emergent literacy, literacy with culturally diverse learners (TESOL), and alternative assessment procedures; Advise undergraduate and graduate students including doctoral level students and participate in other areas of university service: Maintain a record of scholarly research and/or creative activities as demonstrated by national professional presentations and publications; Develop collaborative relationships with local schools; Secure external/internal funding; Support the department's growing doctora program.

QUALIFICATIONS: Earned doctorate with a major emphasis in reading and/or literacy education; Minimum of three (3) years K-12 teaching experience; Successful experience in preservice and inservice teacher education: Leadership role in guiding theses and dissertations and research design-quantitative and qualitative; Established record of scholarly publications in reading/literacy research; Familiarity with the role of technology in literacy education. SALARY: Minimum of \$44,000 (Beginning Associate Professor) \$55,000 (Full Professor).

THE SETTING: UNLY is one of the fastest growing universities in the nation with a current enrollment of more than 19,500 students. UNLV was recently cited by U.S. NEWS & WORLD REPORT (1990-91) as one of the "upand-coming" colleges and universities in the U.S. Located in cosmopolitan Las Vegas, the university has the strong support of the community's rapidly growing population of 850,000 residents.

APPLICATION: Send letter of application, academic vita official transcripts and three letters of recommendation to: Dr. Steven J. Grubaugh, Search Committee Chair; Department of Instructional and Curricular Studies; University of Nevada, Las Vegas; 4505 Maryland Parkway; Las Vegas, NV 89154-3005. Screening will begin mmediately and continue until the position is filled. UNLV is an AA/EEO employer.

A YOUNG, PROUD, AND GROWING UNIVERSITY

Biology, Chemistry, Mathematics, and Physics Instructors Are you a recent science master's or Ph.D. graduate with strong teaching or T.A.

experience in core undergraduate sciences coursework? Do you also: Have outstanding teaching ability and superiative understanding of your specialty? Have superior communication skills and make a consistent effort in your pedagogy? Make effective use of humor in class, and show a genuine concern for your students? If so, you may be interested in Hyperfearning. We are an educational services company adjacent to the campuses of U.C. Son Diego, U.C. Irvine, and U.C. Los Angeles, A

✓ A position of key responsibility with management potential in an expanding educa-

tional services company located near major universities.

The opportunity to work with a team of equally talented and dedicated educators committed to full-time curricular improvement, including C.A.I./multimedia. ✓ Freedom to teach and community modify your courses in the manner that you see fit.

✓ U.C.-caliber students and minimal grading duties in classes of 24 students or less. ✓ O.C.-cancer students anomalian graphing duties in close-of 28 statement or ress.
✓ A starting salary (35-42K/annum, plus performance bonuses) that immediately rewards your outstanding teaching abilities. You can be earning a base sulary of close to 50K/yr within two years of employment in our organization.

We believe no other career educational opportunity has the potential to provide as much satisfaction and reward to the truly gifted telences instructor. If qualified, please call:

**Allyper lear inity** (800) 462-6266

Competitive and commensurate with experience. Starding date; August 15, 1992. To apply, send letter of application, curricultum vites, and three letters of reference to Dr. William Uricchio, Chair, Division of Natural Sciences, 3333 Fath Avenue, Carlow College, Pitteburgh, Pennylyonia 13213. For best consideration, subruit amplication by May 15, 1992.

Biology / Research: Research Associate, Conduct research on 181V, HTLV-1 and herpes simplex viruses, Participate la isodation of viruses, construction of provinal clones, co

Business Administration: Faculty. Full time position to leach courses at the undergraduate level in Management (MIST/OM or Personate/Siratesy). Ph.D. or DBA, evidence of a cholarly activity and the ability to teach a culturally diverse population. Capadidates who have a chieved ABD status will be considered for a non-tenure track appointment. Preference given to candidates with teaching as perionece. Begin Sentember 1, 1992. Send letter of application, résumé, and three letters of reconsenduate in the received by May 29, 1992, to Mr. Edward I. Kelly, Assistant to the President (46 Allen Administration Building, State University of New York at Broekport, Brockport, New York 14420, AA/EOR.



### THE OKLAHOMA SCHOOL **OF SCIENCE AND MATHEMATICS**

### **FACULTY POSITIONS AVAILABLE CHEMISTRY COMPUTER SCIENCE** ENGLISH MATHEMATICS **PHYSICS**

The Cklahoma School of Science and Mathematics (OSSM) is a two year residential school for juniors and seniors from throughout Oklahoma who are exceptionally talented in science and mathematics. OSSM seeks applicants for new faculty positions due to anticipated increase in student enrollment. Chemistry: preference given to applicants with strong background in physical chemistry or in organic chemistry.

Computer Science: preference given to applicants with an engineering back-ground with experience in digital design, computer architecture, or practical experience in computer hardware. Also helpful will be a strong theoretical background in numerical methods.

English: preference given to candidates with general knowledge of literature

Mathematics: preference given to applicants with strength in linear algebra although individual may also teach pre-calculus, and calculus. Physics: preference given to applicants with experience in undergraduate physics teaching, particularly laboratory instruction on subjects such as General Physics, Mechanics, E&M, Optics and Thermal Physics.

General Characteristics and Qualifications

A distinguished record of professional success.
 An understanding of and experience with the unique nature of a residential learning environment for adolescents.
 Excellent interpersonal skills as exemplified in working with faculty, staff,

Excension interpersonal skills as exemplified in working with faculty, staff, parents, and students.
 An understanding of, and experience with, mathematics and science education for exceptionally gifted students.
 Strong academic credentials with a minimum of a master's degree; Ph.D. is proferred.

Competitive and commensurate with credentials

Application Procedure Send letter of interest, résume, and the names, addresses, and telephone

> Edna McDuffie Manning, Ed.D. Oklahoma School of Science and Mathematics 1141 North Lincoln Bouleard Oklahoma 73104 405/521-6436

> > An Equal Opportunity Employe



### WESTERN KENTUCKY UNIVERSITY

The Department of Teacher Education invites applications and nominations for these Assistant Professor or Instructor, tenure-track faculty positions available August, 1992. Salary commensurate with background and experience. Scholarly activity and participation in College, University, and public service expected. Women and minorities encouraged to apply. Affirmative Action/Equal Opportunity Employer.

ELEMENTARY EDUCATION/MATHEMATICS EDUCATION - Undergraduate and graduate teaching. Doctorate and appropriate experience preferred.

VOCATIONAL TEACHER EDUCATION - Undergraduate teaching with considerable commitments to student supervision. Master's Degree considered.

SECONDARY EDUCATION - Undergraduate and graduate teaching with emphasis on curriculum development, evaluation, generic teaching strategies, multi-cultural education, and needs of special students. Doctorate and appropriale experience preferred

ate experience preterred.

SPEECH-LANGUAGE PATHOLOGY INSTRUCTOR - Master's Degree in Speech/Language Pathology & CCC/SLP required.

Send letter of application, resume, three letters of recommendation and transcripts to: Office of Academic Affairs, Teacher Education Search, Western Kantucky University, 1526 Russellville Road, Bowling Green, KY 42101-3578

### MARKETING

Full time tenure-track positions in the Department of Marketing, at San Francisco State University. Teaching responsibilities include both undergraduate and graduate courses. Ability to teach general marketing and marketing management courses required, in addition to ability to teach in at least one of these apecializations: Advertising: Retail/Consumer Behavior; or international Marketing. While our emphasis is on high quality teaching, we also emphasize and encourage service to the business community, and research. Past business management and/or management consulting experience is a plus. Appropriate doctoral qualification is required although ABD with dissertation well in progress may be considered. For the advertising position an applicant night be able to substitute an M.B.A. combined with at least five years of responsible experience in the advertising field. Ability to interact positively with the regional international business community and a on its positions experience in the advertising field. Ability to inferact positively with the regional international business community and a diverse student body is important. Appointment date is August, 1993 or until filled. Letters of application addressing the stated qualifications, along with résumé, should be sent to: Prof. Donald F. Wood, Department of Marketing, School of Business, San Francisco, CA 94132. Application closing date is October 1, 1992, We are an equal opportunity, affirmative action employer.

Business Administration/Accountings Tenure track position starting August 17, 1992. Publ-time faculty position to teach courses in business administration, macro- and micro-economics and basic accounting. Ph.D., DBA or MBA preferred, master's required. Salary is commensurate with education and experience. Review of applications will begin immediately and continue until position in filled. Sond letter of applications, resume and references to: William G. Goçtz, Dean, School of Business and Administration, Dickinson State University, 291 Campus Drive, Dickinson, North Dakota 58601-4896. (701) 227-2331. AA/ EGE.

Business Administration/Lawr Instructor.
Requires J. D. degree. Prefer prior teaching
experience and background in economics.
Responsibilities will include teaching business law, economics, and paralegal
courses. Resumés must be received by
May 21, 1992 at Broward Community Coltege. Human Resourchs Department, 225
East Las Olss Boulevard, Ft. Leuderdele,
Florida 3301. Equal Access, Equal Opportunity Institution.



### West Virginia Graduate College

### SCHOOL OF EDUCATION, **HUMAN SERVICES & HUMANITIES**

### Assistant/Associate Professor of **Elementary/Secondary Education**

JOB DESCRIPTION: Responsibilities include teaching nine semester hours of graduate courses, program development, research and student advising. Position is a nine-month appointment. Summer teaching is based on program

QUALIFICATIONS: Candidate must possess an earned ductorate in Curricu-lum and Instruction (or related field) with a background and training in science education. Professional publications and other qualifications consis-tent with rank are necessary. Innovative and creative strategies for leaching

GENERAL INFORMATION: Candidate should submit a letter of application, vita, three letters of recommendation and names of references, including current supervisor who might be called during screening process. SALARY: Commensurate with experience and qualifications. STARTING DATE: August 15, 1992.

APPLICATION CLOSING DATE: Review of applications will begin immedia

SUBMIT APPLICATIONS TO: Human Resource Development Office West Virginia Graduate College P. O. 80x 1003 Institute, WV 25112 Phone: (304) 766-1994

An Equal Opportunity, Affirmative Action Employer

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### **Faculty Position Vacancies**

### West Shore Community College Scottsville, Michigan

Vacancy No. 1: Responsibilities in to or more the following areas: Art History, Humanities, Drawing, Painting, Design, Ceram-Vacancy No. 2: Responsibilities in two or more of the following areas: Basic English, English Composition, Speech, Literature, Hu-

Both are full-time, tenure track positions that begin in Fall 1992. Master's degree in related fields required. Community college ex-

perience preferred. West Shore Community College has an enrollment of 1,300 full-and part-time students and is located in Lake Michigan shoreline

Applications deadline is May 22, 1992. Send résumé, letter identifying teaching interests, and names and telephone numbers of at least three current references to Personnel Office, West Shore Community College, 3000 North Stiles Road, Scotiville, Michigan 49454-0277. WSCC is an affirmative action, equal opportunity

### Tenure-track Faculty Positions in Visualization

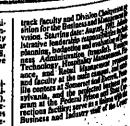
The Department of Architecture at Taxas A&M University is accepting applications from qualified candidates to fill three tenure-back positions in the area of visualization, Preference will be given to applicants whose area of expertise talls into one or more of the following areas: computer ambination; computer graphica, image processing, hypermedia, architectural modeling, design engineering, expertiments mathematics, computer science, computer-human interface, cognitive science, graphical data analysis, and digital video: graphy. Successful condidates will be responsible for both research and teaching in the Visualization program supported by a new multi-million dollar Visualization Laboratory.

Informan Qualifications: Advanced degree in a field related to visualization, Ph.D. strongly salested, Ideal applicants would be at the advanced assistant professor level, however new paduates and associate level applicants will be given full consideration. All successful andiciates must have prior expensers with the use or development of advanced computer visualization software and hardware, as well as demonstrated accomplishment or outstanding potential in paer-reviewed research, external funding, and the ability to work effectively in an interdisciplinary academic environment. Salary and rank communicate with experience and credentals.

Application Process: Applicants should send a resume or a vita and three letters of recommendation to Louis G. Tastinary, Ph.D., Chair, Visualization Search Committee, College of Architectura, Texes A&M University, College Station, TX 77843-3137. (A sample portical or divisualization and sample publications should be available upon request.) Applications should be available upon request, Applications will be reviewed as received and the reviews process will continue until the positions are filled. Texas A&M University is an Equal Opportunity, Alfarnalive Action Employer with a strong commitment to the achievement of diversity among its faculty and staff.

beginning August of 1993. The position involves teaching undergraduate and M.B.A. courses with a normal load of six hours per semaster. Other reaponsibilities include service to the department, college, campus and undvarily as well as the community. The candidates should have a strong research orionization and a community reaching. The candidates when the candidate must have an appopriate doctoral degree (Ph.D. or D.B.A.) in the field. However, candidates within one year of completion will be considered within one year of completion will be considered. Publication and research methods trading are important as strong evidence of research capability. A record of successful teaching or evidence of strong cotential is required. Salaries are competitive and faculty support is excellent. Computing hellicies and activates are excellent with generous time available. New faculty also have access to special university grants to develop their areas of research, Department faculty bold regular research seminars to absist collegaues. To ensure capability.

Business information Management: Assistant/Associate Professor (one year appointment with possibility of renewal)—teach lower and upper dividence classes in microcomputers. Maintum qualifications: Ph.D. on JBA preferred; Master's degree is required; beckground in business and/or accounting degree; teaching experience desired; sepretence industry degree desired; sepretence industry degree desired; sepretence in industry degree desired; sepretence in industry degree desired, Salary; Competitive; excellent benefits. Desired starting date: September 8, 1992. Applicants must submit a letter of applica-



### **SPEECH COMMUNICATION** COMMUNICATION DISORDERS

Bridgewater State Colloge seeks to fill a full-time, tenure-track instructor/Assistant Professor position in the Depart-ment of Speech Communication, Theatre Arts and Communication Disorders. Duties will include directing and supervising clinical practicum and providing services in speech/language pathology. Teaching one undergraduate course per semester. Opportunity for summer supervision/teaching available. CCC/SP and eligibility for }\* Assachusetts licensure required. Five to ten years' experience in the field of speech pathology and three to 🛫 🌬 five years' experience supervising practice preferred in i work structor Lavel: Master's degree from an accredited in structor in the discipline to be taught. Assistant Profeasor Level: Terminal degree from an accredited Instituted tion in the discipline to be taught and two years of teaching experience. Salary is dependent upon quaffications and experience. Submit letter of intent, curriculum
vitae and the names, addresses and telephone numbers?

of three professional references to Professor Lee Dunne,
C/o Office of Human Resources, Bridgewater State College, Bridgewater, MA 02325.





Yakima Valley Community College is a vibrant multicultural learning or nity of nearly 6,000 students, located in south-central Walthque of YVCC is seeking innovative educators who value student access, and tural environment, participatory leadership, active modes of teaths in the configuration of the configurations of the config collaborative learning. We are committed to continuous improvements in assistance of partnerships with business, industry, labor, and sensely school districts

The Yakhina Valley is the focus of agricultural, professional service, not iton, and tourism activities in the region. YVCC is like our region, power and diversified, world-class with world-wide contacts, but small couple unjoy an outstanding quality of hige. YVCC will have positions in the following instructional areas for the 1996

English — developmental and college level Mathermatics — devulopmental and college level Computer Assisted Dosign (CAD) Tech Pere Program Coordinator Multicultural Studies/with a second discipline

For information on any of these position, please contact

Yakirna Valley Community College Department of Human Resources Managemen Nob 1 lift and South 16th Ave. P.O. Box 1647 Yakima, WA 98907 Phone. (509) 575-2374; Fax: (509) 575-2461

YVCC is an equal opportunity employer committed to strenghed the diversity of our staff to provide our students a truly representative education.

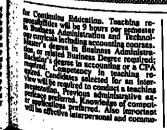
### SCIENCE Search Reopened

Bryant College is a 128-year old, independent institution situated to be autiful 320-acre, residential, suburban campus near Provident at less than an hour from Boston. With very competitive admission to College is expanding its faculty white limiting enrollment. Ph.D. is quired as well as evidence of scholarly achievement and suggest noting. Salary and benefits very competitive. Applications record by liques, 1992 will receive preference.

SCIENCE: Assistant Conference (contact length tensure-track to teach the

SCIENCE: Assistant Professor (entry level), tenure-track to text (less stry, Physics, or Biology. Experience with computer-assisted learning techniques is desired. Opportunity to participate actively in unfold development. Send letter of application and c.v. to Dr. Dog Lon Chair, Science Department. Bryant College, and EEO/AA employer, is committed to diversity faculty.





### Program Head/Instructors

J. Sargeant Reynolds Community College is a comprehensive two-year college dedicated to providing quality educational opportunities to the residents of the Richmond metropolitan area and surrounding counties. The College has three campuses located in urban, suburban, and rural settings. Total enrollment exceeds 12,000 each fall semester.

I SARCEANT
REYNOLDS
COMMUNITY
COLLEGE

Sargeant Reynolds Community College is seeking applicants for the openings listed below for Fall Semester 1992. Teaching positions are full-time, ninemonsh appointments with an anticipated starting date of August 16, 1992. Salary range: \$23,859.\$37,995. Academic rank and salary rommensurate with the education and experience of the applicant. Faculty loads are normally scheduled on an average load of lifteen credit hours per semester. Office hours, advising, and collateral duty assignments and may include multiple campus and off-campus assignments. Opportunities for summer teaching will be based on student interest.

CHILD CARE PROGRAM HEAD/INSTRUCTOR. Program head/ CHILD CARE PROJECT HEADYINS TRUCTOR. Program head/ institutor to administer and teach in the Child Care Certificate program. Qualifications Required: Bachelor's degree in early childhood development or related field and two years of related occupational experience. Qualifica-tions Preferred: Teaching experience in higher education; evidence of profes-

**I SARGEANT** 

OCCUPATIONAL THERAPY ASSISTANT—PROGRAM HEAD/ OCCUPATIONAL THERAPY ASSISTANT—PROGRAM HEAD/
INSTRUCTOR. Program head/instructor to administer and teach in a
program to prepare Occupational Therapy Assistants. Qualifications Required: Occupational Therapist Registered; Bachelor's degree (with major in
OT or equivalent major in teaching field) or Master's degree (with major in
eighteen graduate semester hours in OT; must be a certified Occupational
Therapist in Virginia or be eligible for certification; two years' occupational
derapy experience; must have experience in administration, teaching, and
deret service to clients. Qualifications Preferred: Master's degree in OT or
related field; experience working with COTA's; knowledge of current
methodologies related to OT program design and evaluation; evidence of
professional serview.

professional activity.

APPLICATION PROCESS: All application documentation must be received, if hand-delivered, or post-marked by June 15, 1992. A completed application folder contains a letter of application, a completed State application form and/or résumé, three current letters of recommendation for the position, and all official academic transcripts. Application reviews will begin June 16, 1992. All correspondence should be sent to the Human Resources Office, J. Sargeant Reynolds Community College, P. O. Box 85622, Richmond, Virginia 23285–5622; phone: (804) 371-3249.

AA/EOE

### SULLIVAN COLLEGE

Faculty positions available in the following areas for June appointment:

### Accounting • Finance • Computer Science Management • Marketing

Qualifications: Ph.D. or D.B.A. with at least 18 graduate hours in teaching specialty.

The College: Sullivan College is a private, four year college located in Louisville, Kentucky, with an enrollment of 1600 undergraduate students.

Application: Send current resume, transcripts, and three letters of reference to:

James B. Vernon, Dean, Baccalaureate Division, Sullivan College, 3101 Bardstown Road, Louisville, KY 40205

### The Clement Muchi Chair in Communication Arts

Yale Divinity School is filling a junior position in communication arts to train students in public speaking and preaching, to explore media and the arts as opportunities to communicate the gospel, and to assess theologically the broader dimensions of contemporary communication. The appointer will work closely with faculty in preaching, religion and the arts, liturgy, and chapel ministry.

Candidales are expected to have theological training, demonstrated academic accomplishment, and an advanced degree in the area of speech and communication

Yale is an Affirmative Action, Equal Opportunity Employer. Deadling for applications is September 1, 1992. Appointment is effective July 1, 1993.

Inquiries should be sent to: Thomas Ogletree Dean Yale Divinity School 409 Prospect Street New Haven, CT 06511

nication akilis. The salary range for the basic 9.5 contract is \$28,735.338,145 depending upon qualifications and experience. Summer teaching probable and extra. Summer administrative responsibilities required and extra. Candidares should submit a letter of application detailing interest in the position and describing experience relevant to position requirements, a relaund, unofficial copy of college transcripts or a list of courses in the areas of concentration, and names, addresses, and telephone attentions of at least three professional references to: Personnel Officer, Allegany Com-

The University of Maryland School of Nursing at Baltimore is seeking two dynamic and energetic leaders for the positions of:

> Chair of the Department of Education/ Administration/ Health Policy

Chair of the Department of Maternal/ Child Nursing

publicly supported schools of nursing and is committed to furthering research and scholarship in health care. Located in downtown Baltimore, the School enjoys interdisciplinary relationships with five other professional schools of the University of Maryland, including Schools of Medicine, Dentistry, Social Work, Pharmacy, and Law. Also located on the campus are the Health Sciences Library (one of eight designated regional medical libraries in the country), and the University of Maryland Medical System, which includes a 747 bed tertiary care facility, a regional Neonatal Center, the world renowned Shock Trauma Center, and a 324 bed V.A. hospital under construction. The campus is recognized as a national leader in health aciences research, with \$88,500,000 in grant support in 1991.

School of Hersing

UNIVERSITY OF MARYLAND

### QUALIFICATIONS

Qualified applicants must hold an earned Doctorate in nursing or a related field, a Master's degree in nursing, and be eligible or currently licensed to practice nursing in Maryland. Significant scholarly productivity, including a proven track record in funded research, and demonstrated teaching excellence sufficient to merit an appointment as associate or full professor are required. Prior teaching and administrative experience in both baccalaureate and graduate nursing programs is desirable.

RESPONSIBILITIES Department Chairs are expected to provide leadership for faculty recruitment and development, program planning and

The School, one of the largest in the nation, is ranked sixth among administration, and lostering research initiatives and innovations in graduate and undergraduate education. Salary is competitive and commensurate with professional background and experience.

> The Department of Education/Administration/Health Policy is composed of specialty programs in nursing administration, education, health policy and nursing informatics.

> The Department of Maternal/Child Nursing includes programs in neonatainursing and pediatrics, including pediatric trauma, as well as the pediatric and OB/GYN primary care nurse practitioner

### INSTRUCTIONS FOR CANDIDATES

For best consideration, candidates should apply by May 30, 1992. The University of Maryland is an Equal Opportunity/ Affirmative Action Employer. Minority applicants are encouraged to apply. Candidates should submit a letter of interest, curriculum vitae, and names of three professional references to:

> Ann Mech, JD, RN Search Committee School of Nursing, University of Maryland 655 W. Lombard Street, Bultimore, MD 21201 Tel: 410-328-7646 Fax: 410-328-4231

### TUSKEGEE UNIVERSITY

Tuskegee University is a private, state related coeducational university com-posed of six schools and the College of Arts and Sciences which has an entollment of about 3700 students who come from 47 states and 32 countries. The College of Arts and Sciences has the following tenure track position

Biology (1) Chemistry (1) English (1) Mathematics (2)

Head of Department - Reading and Study Skills Development Center Training: Master's Degree is required, the Ph.D. is preferred. Applicants must have a minimum of two years' college teaching experience with a record of scholarship activities.

Salary: Competitive and commensurate with qualifications and experience. Starting Date: August 1, 1992 Application Deadline: May 20, 1992 Qualified applicants should submit a letter of application, current vila and three letters of reference to:

orerence to:

Dr. Oille C. Williamson

Dean, Coilege of Arts and Sciences

Tuekegee University

The Carver Research Foundation

Room 6

Tuskegee, Alabama 36088

### MASSACHUSETTS COLLEGE OF PHARMACY AND ALLIED HEALTH SCIENCES

The Massachusetts College of Pharmacy and Alliad Health Solances is seeking a Ph.D. In the Biological Sciences for an academic year position as essistant/associate professor of biology with high potential to succeed in teaching undergraduate general biology ourses (didectic and leboratory) in addition to dual undergraduate/graduate level courses in immunology/molecular biology. A willingness to integrate general biology with chamistry in the future is desirable. Perticipation in a team-taught pathophysiology course is also expected. A commitment to high-quality teaching and scholarly activity (preferably in the area of immunology or cell biology) is required. This position is available August 1992. Salary is commensurate with qualifications and experience. Letters of application, curriculum vites and names of three references should be sent to: Or. Timothy J. Mahar, Chairman, Department of Pharmacology, Toxicology and Biological Bolances, Massachusetts College of Pharmacy and Alliad Health Sciences is an Affirmative Action, Equal Opportunity Employer.

Chaplain: Two positions. (i) Dean of the Chapel: Responsible to give direction to campus spiritual life including worship, student ministries, missions, spiritual development, and counselins. Qualifications include advanced degree (doctorate proferred), praching seculianes, administrative skills, leadership. Reculty appointment possible, Member of Presidents Cabinet. (2) Assistant Dean of the Chapel: Assistant Dean of the Chapel with particular emphysical programs, and some preaching of the Chapel with particular emphysical programs, and some preaching qualifications include advanced degree, worship/preaching accollence, interperson-al skills. Faculty appoistment possible. Gordon College is an independent, coeducational, residential dociego of the arts and sciences which stresses intellectual development, spiritual formation and portonal holism in its philosophy of Christian higher

munity College, Willowbrook Road, Cumberland, Maryland 21302, Review of applications will begin Tuesday, May 26, 1992, and will continue until a guitable candidate is identified. An Equal Opportunity, Affirmative Action Employer.

Chapsain: Two positions. (i) Dean of the Chapsai: Responsible to give direction to campus spiritual life including worship, and connecting, Qualifications include advanced degree (doctorate preferred), preaching excellence, administrative skills, leadership. Faculty appointment two skills, leadership. Faculty appointment two skills, leadership. Faculty appointment two programs, and some preaching suppositions of the Chapsai with particular emphasis upon student ministries, missions, disciplications include advanced degree (doctorate preferred), preaching swellspan of the Chapsai with particular emphasis upon student ministries, missions, disciplications include advanced degree, control of the Chapsai with particular emphasis upon student ministries, missions, disciplications include advanced degree, control of the Chapsai with particular emphasis upon student ministries, missions, disciplications include advanced degree, or of the Chapsai is a distinctively chapsan of the Chapsai with particular emphasis upon student ministries, missions, disciplications include advanced degree (doctorate preferred), prescripting and preferred prescripting and preferred preferred prescripting and preferred prescripting and preferred preferred prescripting and preferred preferred prescripting and preferred preferred preferred preferred prescripting and preferred preferre Chemistry: Carlow College, a Catholio, lib-eral arts college located in Pattsburgh, Pennsylvania, invites applications for the following position. Minority candidates are

### COLORADO NORTHWESTERN **COMMUNITY COLLEGE**

Colorado Northwestern Community College (CNCC) is accepting applica-tions for two full-time teaching positions for the emerging Craig Campus. CNCC's Service Area, the northwestern corner of Colorado, is constituted of Rio Blanco, Moffat, and south Routt counties, midway between Deaver and Salt Lake City. Wildlife and outdoor recreation abound in this north-western area. Cross-country skiing, canoeing, fishing, rafting, boating, hunt-ing, hiking, camping, and backpacking are but a few of the adventures available in the region.

available in the region.
BUSINESS/ACCOUNTING INSTRUCTOR publishes ALCOUNTING INSTRUCTOR
Rull-time, nine month position beginning August 20, 1992. Must be student
oriented and be able to teach a wide variety of business and accounting
courses. Master's Degree in an appropriate field and three years of full-time
reaching are required. Experience in a community college setting is preferred.

MATHEMATICS INSTRUCTOR MATHEMATICS INSTRUCTOR

Tenestive vacancy for full-time, nine month position beginning August 20, 1992. Must have the desire and ability to teach developmental math through calculus. Master's Degree in appropriate field and three years, full time teaching experience required. Experience at the secondary and community college level is preferred as is the ability to teach in one or more lab science areas.

areas.

COMPUTER TECHNICIAN/INSTRUCTOR (Craig Campus)
Full-time, nine- or eleven-month position begins on August 20, 1992. Required: experience in supervision of computer lab; knowledge of PC maintenance and repair; familiarity with computer networks; desire and ability to reach basic computer-use courses. Preferred: Master's Degree in education, technology, or computer-related field, secondary/post-secondary testing experience, programming knowledge, experience in planning/maintaining computer laboratory, background in telecommunications and desktup publishine.

Salaries for the above positions are commensurate with experience and education. Liberal fringe benefits apply. Applications must be postmarked by May 22nd. To apply, submit a letter of application, current résumé, unofficial copies of transcripta, and the names, addresses, and phone numbers of three professional reference to Ms. Chris Wills, Human Resource Assistant, Colorado Northwestern Community College, CNCC Box 521, Rangely, Colorado 81648, For more derailed information call (303) 675-3210.

CNCC is an Equal Opportunity Employer

### Chair for Department of Education

The Department of Education at idaho State University is searching for an individual with dynamic leadership abilities to serve as Chair, Idaho State is a rapidly growing university which has nearly doubled in student population in the last 5 years. The department, with 16 faculty members, provides undergraduate and graduate programs with a new doctorate program in Education Administration (pending approval by the State Board of Education June 1992). Idaho's economy is healthy. Many of the world's most tion june 1992). Idaho's economy is healthy. Many of the world's most beautiful recreation areas are readily accessible. The successful candidate will play a positive leadership rote as Chair of our Department of Education. The College of Education was re-accredited by both NCATE and NASDIEC in 1992. This is a tenure track position at the Associate or Full Professor rank. The candidate must hold a doctoral degree with a minimum of five years' experience in university/college teaching and meet requirements for Associate/Full Professor rank in this department. Administrative experience is desired, preferably at the university/college level. Salay is competitive. Starting date open until filled. Review of applications will begin june 1. Send letter of application, résumé, copies of transcripts and telephone numbers of at least 3 references. Contacto Dr. Robert Pehrsson. Search Committee Chair, Department of Education, Box 8059, Idaho Stare University, Pocatello, Idaho 83209, Ida/2082 236-3422. AA/EOE.

excourteged to apply. Carlow is an Equal Opportunity Employer. Againstant Professor of Chemistry, tenure-frack, Responsibilities: The Division of Natural Science is seeking an individual with experience in teaching General and Organia Chemistry to biology majors on the undergraduate level. Qualifications: Ph.D. in Chemistry and a commitment to excellence in teaching to Professor on the undergraduate level. Qualifications: Ph.D. in Chemistry and a pulcation by May 15, 1992.



in Central California

DEPARTMENT OF EDUCATIONAL ADMINISTRATION Tenure-Track Position

The Position: The department is seeking a highly talented individual to fill a tenure-track position in the areas of qualitative research methods, organizational studies, leadership theory or related areas. Rank is open, but experience as a published scholar, dissertation advisor, and instructor is preferred. We are especially interested in a person who brings strong theoretical and methodological training from the social and behavioral science disciplines to the study of education. The department reals to the study of education. the study of education. The department seeks to strengthen its emphasis on field based, applied research on significant issues related to educational

Candidates must have a demonstrated capacity for conducting field-based, applied or policy research as well as the potential for contributing to the advancement of the knowledge base within education. A strong record of quality teaching is also required. An earned doctorate is required. An appointment at the rank of associate or full professor requires a sustained record of nationally recognized research and scholarship, graduate teaching, and professional scrover.

The anticipated starting date for the position is September 15, 1992, or as soon as possible thereafter. Salary is competitive; benefits are exceptional. The Department: The department seeks to be on the forefront of theoretical and methodological attvances in educational administration. The faculty is small, nationally prominent, and highly collaborative. The department and the University ofter an exceptional environment for conducting research and scholarship. The department ofters academic programs for administrative cerification, a master's degree, and doctoral study (Ed.D., and Ph.D.). Current department initiatives include the Utah Education Policy Center, an innovative professional doctoral program (Ed.D.) with a strong field-based component, and the introduction of greater comparing the school-tops combastic propagations. intinvative professional cociona program (E.C.) with a strong fleto-based component, and the introduction of genter comparer technology emphasis in preparation programs. The department has housed UCEA's Educational Administration (Quarterly (EAQ) and The Review of Higher Education (RHE), and operates the intermountate NABSP Assessment Center.

Application Internation: Screening of applications will begin on May 20, 1992, although the search will continue until the position is tilled. Each candidate should submit the following:

- 1. A letter of application.
- 2. A comprehensive vita.
  3. Samples of 2 or 3 published or unpublished scholarly works.
  4. Evidence of quality teaching.
  5. At least 3 letters of recommendation.

Please address inquiries, applications, and nominations to: Ors Rodney T. Ogawa and Ann W. Hart Co-Chairs, Search Committee Department of Educational Administration Graduale School of Education 339 Milton Bennlon Hall The University of Utah Salt Lake City, Utah 84112 801-581-6627

The University of Utah is an Equal Opportunity. Alumnative Action Employer. Women and minority applicants are encouraged to apply.

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### **DIVISION CHAIR FOR GENERAL EDUCATION**

Division Chair for General Education and Support Services at Indiana Vocational Technical College, a statesupported college serving approximately 1900 students. Provides leadership for building General Education, Library and Auxiliary Services, and instructional support projects. Position available June, 1992; salary range \$26,000-\$30,000 for 9-month contract with separate extended-year Summer contract. Evoluent hereits and extended-year Summer contract. Excellent benefits package includes health and dental insurances and TIAA/CREF retirement program.

Master's degree in a Liberal Arts discipline, teaching experience in higher education, preferably in a two-year college, experience with transfer of programs, and three years administrative experience at the Department Chair level or higher required.

Resumes accepted through June 5, 1992 or until position is filled.

> Director of Personnel Indiana Vocational Technical College

3208 Ross Rose P.O. Box 6299

Lafayette, Indiana 47903-6299

An Equal Opportunity/Affirmative Action State College

Chemistry: Assistant Professor, Analytical.
Tenure track position to begin Scretember
1992, contingent upon availability of funds.
Ph. D. required. Duties will include instrumental analysis, general chemistry and intential analysis, general chemistry and brigs section of an introductory course. Occasional responsibility for quantitative analysis is probable. Vitae, three letters of recommendation and a brief statement of research interests should be forwanted to Chair, Faculty Search Committee, Chornistry Department, Southern Connecticut State University, 90 Creacend Street, New Haven, Connecticut State University, 50 Creacend Street, New Haven, Connecticut State University, 50 Creacend Street, New Haven, Connecticut State University is an equal opportunity employer and applications from minorities and women are encouraged.

Characterist Advances Connecticut State University for the course of the control of the

Chemistry. Arkanesa Siate University-Beebe Branch is seekina a tenure-track elemistry/physical science instructor. The instructor will tench general introductory
chemistry and physical science courses besimiles August 15, 1992. Night and Saturday teaching may be required. Preferred
Qualifications: Muster's degree required;
Pp. D. preferred. Teaching experience tesirable. Good communications skills required. Other duties include advising students and serving on university committees. Benefits: Complete frings benefits
package, including ITAA/CR BF rettrement
program. Location/Size: ASU-Beebe is a
branch campus of Arkanesa State Universi-

Communication: Assistant Professor, ten-ure-track, Ph.D. profesred. Teach courses in organizational and interpressonal commu-nication. Screening of applications will be-gin June 1 and continue until position is

# <u>CHAMPLAIN</u>

### CHAMPLAIN COLLEGE FACULTY POSITION

RETAILING & FASHION MERCHANDISING: Instructor/Program Director to leach 14-16 credit hours per semester in: Fashion Business, Fashion Fabrics, Fashion History, Buying, Merchandising, Retail Management and Marketing, Supervise internships; advise students; fead field trips; represent program at College functions; and serve as liaison with retail community. Ment candidate must demonstrate prior teaching excellence, have broad experience in the fashion retailing industry and be highly student-oriented. Master's degree in a related field required; exceptional candidates with Bachelor's degree may be considered. Full time beginning August 1992.

CHAMPLAIN COLLEGE is an Induspondent, financially strupe well-expensive.

CHAMPLAIN COLLEGE is an independent, financially strong college with 1400 full-time students and over 200 faculty and staff. Champlain is one of the largest institutions in Vermont; its freshman class is second in size only to that of the University of Vermont. The College enjoys a reputation for offering high-quality, career-oriented programs. The College is widely known as a vigorous and dynamic institution and, while predominantly a two-year college, has currently implemented four-year programs in business management and in accounting. The College campus is located in a cluster of renovated Victorian mansions in Burlington's historic Hill District overlooking take Champlain.

BURLINGTON, Vermont's largest city, is situated on Lake Champlain between New York's Adirondacks and Vermont's Green Mountains in a rapidly growing urban area of 125,000. Six colleges, including the University of Vermont, are located here. Burlington offers exceptional cultural and recreational opportunities: New York, Montreal, and Boston are easily accessible; several major ski resorts are located in the area; and Lake Champlain, the nation's largest lake outside the Great Lakes, provides excellent boating, swimming, and tishing. The public school systems in the Burlington area enjoy a national reputation for excellence.

TO APPLY: Send cover letter, résumé, and three letters of recommendation to: Dolly Shaw, Personnel Director, CHAMPLAIN COLLEGE, P. O. Box 670, Burlington, VT 05402 by May 22, 1992. EQE.

### UNIVERSITY OF MARYLAND EASTERN SHORE Princess Anne, Maryland 21853

Opportunities are available for faculty in tenure track academic positions unless otherwise indicated, beginning August, 1992. Candidates with terminal degrees and experience in teaching preferred. Salary and rank negotiable and competitive. Opportunities exist to develop research interests.

CHAIR, DEPARTMENT OF MATHEMATICS, COMPUTER SCIENCE AND ENGINEERING TWelve-month position, beginning July, 1992. Candidates must have an earned doctorate in Mathematics with established record of teaching, advising, and research. Administrative experience is required in curriculum planning, program and faculty development, personnel supervision and budget management. Strong leadership in the areas of research and grantsmanship is required.

ACCOUNTING/ECONOMICS/BUSINESS ADMINISTRATION Candidates must hold an earned doctorate in the area of marketing/management or finance/accounting or economics. Responsibilities of the successful applicant include teaching, advising, research and publication, as well as sorvice to the campus and the community.

SOCIAL SCIENCES: HISTORY SOCIAL SCIENCES: HISTORY
Candidates with earned doctorates preferred. Candidates may apply ABD if
defense will be made within one year of appointment. Responsibilities of the
successful applicant include teaching African-American History. American History, American History, American History, American History, and History of Western Civilization. The successful applicant would also
serve as coordinator of social sciences teacher education program.

Interested candidates should send letter of application, current resume, with names and addresses of three references by June 30, 1992 to: Department of Human Resources University of Maryland Eastern Shores Princess Anne, Maryland 21853

The successful candidate must be able to show acceptable documentation proving identity and establishing the right to accept employment in the United States of America, UMES is an EEO/AA employer, a drug-free workplace, and enforces a no-smoking policy applicable to all campus buildings.



University of Southern California **USC Nursing Faculty** 

TENURE TRACK FACULTY POSITIONS

Available to teach undergraduate and master's students. Medical-Surgical Nursing

Doctoral degree and Master's degree in Nursing required. Candidates must demonstrate specialization in the above areas. Teaching experience, competency in research and community service are required. Rank dependent on qualifications and experience. Please contact:

Julena Lind, RN, MN
Interim Chair
Department of Nursing
320 W. 15th Street
Leavey Hall
Los Angeles, CA 90015
Phone: (213) 743-2362

filled. Pueltion will begin August 15, 1992. Send letter of application, current request and three letters of reference to Robert Shuter, Ph.D., Chaef., Communication and Rhetorical Studes, I.31 West Wisconsin Avenue, Milwaukee, Wisconsin 53233. Marquetto University in a affirmative action, equal opportunity employer.

Computer information Systems: Columbia College invites applications for a full-time Assistant or Associate Professor position beginning August 21, 1992. The College, catablished in 1851, is a private, coeducational, carreer-oriented, comprehensive institution with a liberal arts (oundation, in addition, in



J. Sargeant Reynolds Community College as J. Sargeant Reynolds Community College as prechansive two-year college dedicated to prechansive two-year college dedicated to prechange characteristics to the real-time Richmond metropolitan area and serve countries. The College has three campus Leasurban, suburban, and rural senting. Joulectic exceeds 12,000 each fall semester.

REYNOLDS

COMMUNITY

COLLEGE

Schechiled on an average load of tifteen credit hours per santaund selections, advising, and collateral duty assignments are manuand level campus and off-campus assignments. Opportunities for summer computer to the computer of the computer of the computer of the computer of the campus and collateral duty assignments are manuand level campus and off-campus assignments. Opportunities for summer computer of the campus and off-campus assignments. Opportunities for summer computer of the campus assignments. Opportunities for summer computer of the campus assignments. Opportunities for summer computer of the campus assignments.

COMPUTER SCIENCE INSTRUCTOR. Qualifications Re-Master's degree with eighteen graduate semester hous in conpute for Qualifications Preferred: Related occupational experience experience; variety of programming languages such as BASIC, C, and PASCALOS ang experience using a variety of technological methods of language, a dence of professional activity.

ENGLISH INSTRUCTORS (Multiple openings anticipated). Oct. cations Required: Master's degree with eighteen graduate structure English. Qualifications Preferred: Teaching experience and a better. A translation of the courses that might include comparation. and abunty to teach a variety of courses mat might include compara-freshman English, developmental/remedial writing, introducing brain courses, and ESL; evidence of professional activity; interes in mades instruction. For one position, dual credentials in English and Reading to cen graduate semester hours in each field) are preferred.

een graduate semester hours in each field) are preferred.

MATHEMATICS INSTRUCTOR (Multiple opening antiqued Qualifications Required: Master's degree with eighteen graduate services in mathematics. Qualifications Preferred: Related composed teaching experience and ability to teach a variety of college-led 0.2.2 including developmental, occupational-technical, and unvering the transfer; experience using a variety of technological methods of mana evidence of professional activity. One position will include teading againtents in the three (3) correctional institutions served by the WermEnpus.

NURSING INSTRUCTORS (Multiple openings anticipand), Qar fications Required: Master's degree in Nursing with eighten golder mester hours in a Nursing specialty; recent clinical expension mea-or psychiatric nursing, and two years of teaching experience Quiffont Preferred: Teaching experience in a nursing program at an anomar-higher education; clinical experience in an acute medical-angel year within the last five years; evidence of professional activity.

within the last five years; evidence of professional activity.

APPLICATION PROCESS: All application documentation make; ceived, if hand-slehvered, or post-marked by June 15, 1992. A ongle, application folder containing a letter of application, a complete sum containing a letter of application, and all official academic transcripts. Application reviews with june 16, 1992. All correspondence should be sent to the Human Rescalonic, J. Sargeant Reynolds Community College, P. O. Box 880; https://doi.org/10.1006/j.j.com/j

### MATHEMATICS FACULTY

COLUMBIA COLLEGE CHICAGO Invites applications for a Nilfre faculty position in Mathematics to begin September 1992 htt Science/Mathematics Department. The Department alies broad science and math curiculum to undergraduate at a communications majors and tosters the integration of scena and mathematics with other disciplines, including theats

The responsibilities of this position include teaching 12 cedibil each sernester and participation in academic leaderst activities. Professional activity and college service of expected. The successful condidate will be a dedicate innovative leacher combining leadership state who commitment to undergraduate education in an application of the combining of

The Held of specialization is open, but preference will given to candidates with interests in broad, multiple plinary areas. The Doctoral degree is desirable, Marking degree required, either in Mathematics or Mathemat

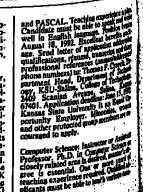
Columbia College is an urban, open admissions militi ol 7,000 undergraduate and graduate studentsemble state and communications in a liberal education

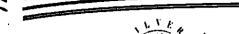
We offer competitive salary and benefits package Minority and women applicants are especially find aged to apply. Submit curriculum vitoe, a strengt of teaching interest and the names of the



sonnel Office: c/o Dean Mary S. Miller; Co-lumbia College; 1601 Rogers Street; Co-lumbia, Missouri 65216. Reading of appli-cations will begin May 15 and continue un-til poultion is filled. Affirmative Action, Equal Opportunity Employer.

Computer Sciencer Assistant Professor, Computer Systems and Software Applications. Kansas State University-Salma, College of Technology is accepting applications for Assistant Professor of Computer Technology. Tenure-track. Responsibilities: provides instruction in classroom/aboratory, academic advising, course development, faculty committee assignments and college support activities. Baccalaureste degree required (Master's preferred) in Computer Science or closely related field. Three years related industrial experience required. Knowledge in MS-DOS, UNIX and programming experience in some of the following: C, FORTRAN, COBOL, RPO







### CLEVELAND STATE COMMUNITY COLLEGE Announces Openings For the Positions of:

DEVELOPMENTAL MATHEMATICS INSTRUCTOR
Salary Range: \$24,000-\$32,000. Non tenure-track position. Master's
degree in Mathematics is required. Successful high school and/or
collegiate teaching experience is preferred.

HISTORY INSTRUCTOR
Salary Range: \$24,000-\$32,000. Tenure-track position. Ph.D. degree in
History is required. College teaching experience is preferred.

History is required. Courge teaching experience is preferred.

NURSING INSTRUCTOR
Salary Range: \$24,000-\$32,000. Tenure-track position. Master of Science degree in Nursing is required. Responsibility will include coordinating the Center of Emphasis skills and multimedia laboratory and clinical instruction.

clinical instruction.

Cleveland State Community College is fully accredited public comprehensive community college committed to quality education. Approximately 1000 redit students enroll in a typical fall semester. The 105 acre campus has 10 major buildings housing modern classrooms, laboratories, and student activity centers. Situated in the scenic corridor of hills and valleys of southeastern Tennessee, Cleveland State presents an attractive atmosphere in which to enjoy varied facets of an educational experience. Water aports, hiling, camping, backpacking are available in the vicinity and nearby maintainous instantal forest and wilderness area. Skting is available in grantains approximately two hours away. mountains approximately two hours away.

Review of applications will begin immediately. Positions are available August 1, 1992. AA/EOE, M/F/H.

: Personnel Office Cleveland State Community College P. O. Box 3570

Cleveland, TN 37320-3570 (615) 472-7141, Ext. 205

Cleveland State Community College is an equal opportunity employee

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### Armstrong State College Savannah, Georgia

### Department Head Position DEVELOPMENTAL STUDIES

The Department provides remedial and academic enrichment courses in the areas of English, mathematics, and reading for this College of 5000 students. The Department operates with a staff of a dozen fulliline faculty and counselors and about 17 total EFT employees. Responsibilities include those traditionally required of an academic department head, including a modest teaching load with at least one course taught each term in the Department. The faculty appointment will be non-tenure track unless the successful candidate qualifies for tenure-track consideration in a regular, academic department. Minimum qualifications include 1) Master's degree or higher in one of the displaines taught in the Department, 2) four years of full-lime college teaching experience with some record of effective teaching of developmental college courses, 3) record of some kind of administrative expedence, Preferred qualifications include an earned doctorate in one of the control of scholarly endeavors. Women and minorities are encouraged to apply. Position begins aummer or September of 1992. Send letter of application, résumé, three current letters of professional recommendation, and complete transcripts (may be unofficial ones) to:

Mrs. Carolyn G. Smith Developmental Studies Search Committee c/o Dean of Arts and Sciences

Telephone inquiries may be placed with the Dean of Arts and Sciences at 912-927-5276. FAX communications can be sent to 912-927-5209. Application deadline is May 29, 1992. Armstrong State College is an AVEOL, and Georgia is an open records law state.

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puter courses. Current needs are in the artist of Computer Organization, Computer
Gnobles, and Hardware Engineering (Disbos and C Programming is desired. Data
commencations and nervour's is a plus
situ institution effiliated with the Prosbycommingen to goa-sectarian Christian
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and three references to Dr. Richard H.
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special tree references to Dr. Richard H.
Sant. Way be appointed with academic
special tree references to Dr. Richard H.

Colega, Janestown, North Dakoin 58401.

Computer Science: Instructor, Two ponitions available starting August 26, 1992 at Unit Valley College in Orem. Sequires rechesting from an accredited rolles or university with a master's degree in composer science, information systems, of a closely redefined, paid one year of the line, paid teaching experience or graduation from an accredited four year college or university with major study in computer states, and teaching experience or graduation from an accredited four year of full-time, paid teaching or closely related professional states within as accredited professional expedience; and completion of a master's description of the configuration of a configuration of the configuration of the configuration and information, contact for a policy of the configuration and information, contact for a policy of the contact of the

Camputer Services: Director of Academic Camputers. A 2-month administrative administrative position reporting to the Vice President for Academic Affairs. Administrative trapeasibilinies: Develop, maintain,

boulton is filled. Send application, résumé such in the references to Dr. Richard H. Academic Dean, 6092 Jamestown Coles, Jamestown, North Dakota 58401.

Computer Sciences Instructor. Two positions avaighte starting August 26, 1992 at Requires mainstain from an accredited a computer science, information systems, or a closely related field on the results of the strength of the str

Computer Services: UNIX Ethernet TCP/ IP Network Systems Administrator/Tech-nical Services: Department, 40 hours/week, 8:00-5:00, 532,000/year. The administration of various UNIX based computers. Script writing and maintenance for various SNA and Token Riga networking functions, con-figuration and maintenance of Ethernet TCP/IP networks. Technically susporting internal requests from customer represent-

Visiting Faculty Position

The Organizational Bahavior and Theory group at Carnegie-Mellon's Graduate School of Industrial Administration is seeking someone for a one-year visiting appointment. The lob requires teaching experience in Organization Behavior and Organization Theory. The salary is competitive. The teaching load is the normal faculty load here at Carnegia-Mellon University. Opportunities for research in the Graduate School and the University are available. Carnegie-Mellon is an equal opportunity/affirmative sotion employer with particular interest in identifying women and minority applicants for faculty

Please forward your vita, 3 papers, and letters of reference

Mark Flohman Graduate School of Industrial Carnegie-Mallon University Pitteburgh PA 16213-3890 Phone:412-268-3699 Fex:412-268-6837 e-mail: mf4f@andrew.omu.edu

### TEACHING OPPORTUNITIES

■ Accounting Instructor - Fresno City College

MINIMUM STANDARDS: Requires a Master's degree in accountancy or business administration with accounting concentration OR backglor's in business with accounting emphasis or business administration with accounting emphasis of economics with an accounting emphasis AND master's in business, business education, taxation or finance OR bachelor's degree with a CPA license OR the equivalent

DUTIES & RESPONSIBILITIES: Includes organizing and teaching classes in all ureas of accounting; aiding in the development of curriculum utilizing microcomparers in the instruction of accounting; and otherwise fulfilling all of the duties and responsibilities of unstructors as required.

COMPENSATION: Salary is \$27,895 to \$57,849 with highest starting valury at \$42.012 plus \$1,044 for an earned doctorate.

■ Electronics Instructor – Fresno City College

MINIMUM STANDARDS: Requires a Bachelor's degree in a related discipline and two years full-time occupational experience in electronics/electrical fields; or an Associate degree in a related discipline, six years full-time experience in electronics and related erhandegies, and a tuifilled Culiforma Community College Instructor Credental. Teaching experience will not be accepted as a substitute for occupational experience.

DUTIES & RESPONSIBILITIES: Includes tenching fundamentals / applications of electronics and industrial electronics from a component to system level; teaching industrial automation and computer applications consistent with curreculum requirements and standards, and instructing in the degree, in service, and industry based training programs COMPENSATION: Solary is \$27.895 to \$57,849 with highest starting salary at \$42,012 plus \$1,044 for an earned declarate.

Carpet Installation Instructor – Fresno City College

MINIMUM STANDARDS: Requires a high school diplanta or the equivalent, eight years experience in carpet installation including two years as a licensed carpet contractor. DUTIES & RESPONSIBILITIES: Includes developing curriculum for, and instructing in, the floor covering installation program. The program at the Vocational Training Center will prepare students to become proficient in the techniques of planning, measuring, estimating, and installing all of the latest types and makes of carpet, vinyl, and

COMPENSATION: Salary is \$32,623 to \$67,653 with highest starting salary at \$49,133 plus \$1,044 for an earned docume.

Filing Deadline: 6/1/92 Starting Date: 7/1/92

To find out how you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.

### **FACULTY VACANCIES**

STATE

CENTER

COMMUNITY

COLLEGE

Community College of Philadelphia, one of the nation's leading urban community colleges, has the following tenure-track openings for the 1992/93 academic year:

ENGLISH (4): Master's in discipline (Lit., Reading, ESL or Composition) required, Ph.D. and leaching experience preferred.

BIOLOGY (2): Master's required; Doctorate in Biology and teaching experience preferred. Subject areas: Gen. Biology, Micro, Anatomy & Cheelology.

ARCHITECTURAL/CONSTRUCTION TECH (1): Registered Architect/ B.Arch., knowledge of computer applications and CAD required; Mas-ter's and teaching experience preferred.

ter's and teaching experience preferred.

Community College of Philadelphia is located on modern, downtown campus and enrolls more than 40,000 students annually in transfer and career programs. Bend résumé by May 28, 1992, to K. E. Cary. Academic Affairs Office, COMMUNITY COLLEGE OF PHILADELPHIA, 1700 Spring Garden St., Philadelphia, PA 19130. As an affirmative action, equal opportunity employer, Community College of Philadelphia eagerly encourages applications from women and minority candidates.



MT. SAN JACINTO COMMUNITY COLLEGE DISTRICT is currently accepting applications for the following Fall 1992 positions

 Economics instructor · Associate Degree Nursing Instructor

ulrements: Master's degree in the discipline or its equivalent Applications and job descriptions may be requested 24 hours a day by calling (714) 654-8011, ext. 1111. These positions close on Friday, May 22, 1992.

MT. SAN JACINTO COMMUNITY COLLEGE

1499 N. STATE ST.

SAN JACINTO, CA 92583

ARE STRONGLY ENCOURAGED TO APPLY

atives, technical writers, marketing and sales groups, and coftware engineers. Troubles-thoology UNIX system problems and company networking problems. Minimum requirements: Master's Depres in Electrical Engineering. Six months in Ethernet TCP/IP Networking System Administration and Superuser or root experience in UNIX administration. Six months UNIX systems programming experience in IBM RSS6000, HP 9000 series or 3000 re 800, Convex, and NeXT computer. Three college credit bours in advanced circuit/packet switched networks protocol modellas and enalysis. Three college credit bours in advanced credit power of the system of design (analog or digital) or advanced electropuspacie. Beld theory or measurement analysis. Agroly at the Texas Employment Commission. Dallas, Texas, or send resume to the Texas Employment Commission.

Job Order #6342876. Ad pold by an equal employment opportunity employer.

comployment opportunity employer.

Computer Services: Computer professionals. Shawner State University, located on the Ohlo River in Portsmonth, is sterious exceptional, experienced computer professionals, We need several individuals experienced in VAX architecture, to include a systems management and programming, preferably individuals knowledstable in POISE software, DEC BASIC agridor relational database development, SU is part of the state university system, has an exceltent benefit package and is willing to pay competitively. Additionally, Portunouth, Ohlo has a very low cost of itying and is only a few hours' drive from major matropolitan areas in three states, Positions continuent upon funding. Send returns to Personnel Department, Shawnes State, University, 946 Second Sireet, Portsmouth,

### DEVELOPMENTAL **EDUCATION CHAIRPERSON** Columbus State Community

Columbus State, located on a 40-acre campus in the heart of Columbus, Ohio, has a growing enrollment of approximately 15,000

The Chair is responsible for ensuring that the highest quality of educational service is provided to students and the community in support of the College's mission. Duties include: implementing college programs, policies and procedures; budgeting; ensuring proper staffing; coordinating tutoring program; and planning.

Qualifications include: a Master's degree in English, Mathematics, Adult Education or Developmental Education. Proven managenal and leadership skills necessary. Experience in post-secondary education required. Community college experience preferred.

To apply: send résumé and three professional references post-marked by May 26, 1992 to: Search Committee, Personnel Columbus State Community College 550 E. Spring Street Columbus, Ohio 43216-1609

EOE/AA

Computer Services Director of Administrative Systems and Programming. To serva as manaper of the systems and programming department. This is one of 5 positions reporting to the Executive Director for information Management and will function as the nesistant director for the glyridon. Wilgiting Cellege (redesignated Winthrop University as of July, 1992), founded in 1886, is a medium sized, comprehensive, readential institution recognized as one of the outstanding public colleges in the resion. We are in the process of implementing a new hardware de software environment to better serve the campus needs for both administrative data processing and academic computing. A new DEC VAX 6000-516 historian trailed and we have begun the process of implementing the LA software system. The porson selected for this position will play a major role in ensurins the successful implementations include a backnown gramming maintaines include a backnown gramming and systems analysis with at least one year of supervisory experience in programming and systems analysis with at least one year of supervisory experience. This position offers a competitive starting

Ohio 45662. Shawnee State seeks staff who share our commitment to students as our first priority. SSU is an Affirmative Action, Equal Opportunity Employer and encourages applications from minorities, disabled persons, and Victoram era veterans.

Computer Services Director of Administrative Swetterns and Poortunming. To serva

UNIVERSITY OF MISSOURI-COLUMBIA

**COLLEGE OF EDUCATION** 

Department of Practical Arts

and Vocational-Technical Education

**Assistant Professor - Marketing Education** 

The MU College of Editivation invites applications and nominations for a tenure-track assists professor with qualifications including an earned doctorate with graduate entrans in making education and/or vocational education; background and experience professor in teaching marketing education as securitary, postsecondary, and/or adult professor in teaching marketing education as securitary, postsecondary, and/or adult

Appainment: renure-track appointment to communice september 1, 1992.

Indies: Teaching and advising undergraduate and graduate students in marketing education and vicational education; actively involved in research, submitting publications, providing consultative services and inservice education to high school and community providing consultance services and inservice and students enrolled in occupational caternality; assisting with all phases of the preservice and inservice marketing teacher activities program.

Saury: Commensurate with experiences.

Applications: Applicants should submit a letter of application; a résumé of experience (educational and professionalis); transcripts; names, addresses and phone numbers of three references, and/or have placement judges forwarded from collège or university where their graduate education was completed. Send to:

Dr. Shella Ruhland, Chair, Search Committee
Department of Practical Aris and Vocational-Technical Education
University of Missouri-Columbia
202 London Hall © Columbia, MO 65211
(314) 882-9619

Closing Date: Review of applications will begin May 22, 1992, and continue until pution in filled.

**CHAIRPERSON** 

Department of Practical Arts &

**Vocational-Technical Education** 

UNIVERSITY OF MISSOURI-COLUMBIA

POSITION: The Department of Practical Arts and Vocational Technical Education at the Urbanity of Missouri-Columbia to seeking applications or nominations for department despense. The position is a 12-month non-tenured administrative position and 9-month academic appointment with rank and tenure negotiable. Competitive salary, position evaluates appointment with rank and tenure negotiable. Competitive salary, position evaluates are represented to the contract of the contract

chargemen The position is a 12-month non-terrured administrative position and 9-month academic appointment with rank and tenure negotiable. Competitive salary, position available September 1, 1992

DEPARTMENT: The Department of Practical Arts and Vocational Technical Education is one of seven departments in the College of Education and is comprised of five program areas. Agricultural Education, Business Education, Home Economics Education, Industrial Education, and Marketing Education. The University of Missouri Columbia is the lengest and most comprehensive of the four campuses of the University of Missouri System QUIALFIGATIONEs. An earned doctorate in vocational education or a closely related daspline with a demonstrated ability to provide departmental and program leadership An outstanding second in teaching, undergradulate and graduate advising, professional service, research, garat writing, and a consistent record of refereed publications are required. Excelent fiscal management, communication, and interpersonal skills are essential RESPONSIBILITIES. The chairperson will be expected to provide leadership in program and personal education and/or the candidate's pres of specialization, and serve as itsison to the State Director of Vocational Education and other constituencies.

APPLICATION: Send letter of application, vita, and remes, addresses, and phone number of the program allocation, vita, and remes, addresses, and phone number of the state Director of Vocational Education and other constituencies.

APPLICATION: Send letter of application, vita, and remes, addresses, and phone number of the program allocation and out of constituencies and versus acceptances to the state of the program allocation plans. The constituencies and versus acceptances to the state of the program allocation and out of the program allocation and on the state Oriented and the constituencies and versus acceptances and the program allocation and on the state Oriented and the program allocation and the program allocation and the prop

CROWN COLLEGE

Continuing the Vision of St Paul Bible College

Faculty Positions in Teacher Education

eaching desirable, but not required. Application open to

experience, and active evangelical Christian faith. Duties begin mid-August. Positions to be filled at earliest

possible date. Send letter, resume, and references to Dr. Daniel Carlson, Teacher Education Dept., Crown College,

teleraces to: Human Resources, UCS Search Committee, 1990 Buckl Avenue, Case Western Reserve University, Clevediad, One 4106-7047. Case Western Reserve University is an Equal Opportunity, Allon Institution. Applications from women and minorities are stoped teaching experience in several part of the stope of the stop

Crown College is searching for faculty in early childhood (generalist), elementary (reading and generalist), and secondary English. Duties include instruction, advising,

and student teaching supervision. Previous college

candidates with appropriate advanced degrees, K-12

St. Bonifactus, MN 55375. Minority candidates are

encouraged to apply.

Conselor Education/Human Services: Assistant Professor, Fali 1997, one-year appointment, pending heading of position. To teach manuate level courses in Generic and Mariase/Paully Counseling. Doctorate in Counselor Education or related field regarded. Teacheston or related field regarded. Teacheston experience in graduate level competing courses, eligibility for AAMFT clinical membership, and/or superinded teacheston preferred. Creating as well as a strong interest in Presents and publication preferred. Creating and experience mentalistic competition and resume with same, and resume the same experience mentalists of the short with first of the professor of application and resume her of the professor of the profe

Appointment: Tenure-Track appointment to commence September 1, 1992.

Salary: Commensurate with experience.

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### PENNSTATE



### HEAD, DEPARTMENT OF FOOD SCIENCE

The College of Agricultural Sciences seeks applicants for the position of Food Science Department Head. The individual chosen will be responsible for leadership, administration, and coordination of resident instruction, extension, and research programs of the department. The successful candidate will have administrative responsibility for academic affairs, departmental personnel, financial matters, and physical facilities. The individual will also be responsible for leadership and coordination of programs in relation to other departments, government agencies, food and related industries, and consumers. Requ qualifications are an earned Ph.D. or equivalent academic degree in Pood Science or a closely related area, and evidence of effective administrative and leadership abilities or strong evidence of potential administrative and leadership abilities. A significant period of professional and/or academic experience in Pood Science is highly desirable, as is experience with or in-depth knowledge of university teaching, research, and extension functions. Evidence of effective interaction with the food industry and related industries, as well as with government agencies is also highly desirable, Salary will be commensurate with the qualifications and experience of the candidate. Interested individuals are invited to submit 1) a resume with documentation of teaching, research, extension, administrative, and leadership experience; and 2) a statement administrative, and leadership experience; and 2) a statement which reflects the candidate's personal philosophy of administration and leadership to: Dr. Denald B. Thompson, Chairman, Search Committee, Room 8-B, Borland Laboratory, Penn State University, University Park, PA 16802. (814) 863-0481, (814) 863-6132 (FAX). Applications will be accepted until July 31, 1992, or until the position is filled.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged to Apply

### UNIVERSITY OF SOUTHERN CALIFORNIA **DEPARTMENT OF NURSING**

ASSOCIATE CHAIR FOR RESEARCH The Department of Nursing invites nominations for the position of Associate Chair for Research. Candidates for this position will have demonstrated research expertise, scholarship, and interpersonal skills essential for dynamic

Responsibilities include planning and conducting research, assisting the faculty in research development activities and teaching research related courses. Applicants must have an ongoing research program and success in obtaining independent research funding.

Candidates should have an earned ductorate; a Master's degree in Nurs-ing, if doctorate is not in nursing and demonstrated commitment to research and scholarly endeavors.

USC is one of the nation's leading centers of teaching and research and is the oldest independent research university in the West. Nominations and expressions of interest will be received until the position is filled and should be submitted to:

Julena M. Lind, RN, MN Interim Chair Department of Nursing University of Southern California 320 W. 15th Street, Leavey Hall Los Angeles, CA 90015

USC is an Equal Opportunity, Affirmative Action Employer.

Construction: Anticipated, Professor and Chair of Contractors Educational Trust ices area which includes financial accounts Fund, Construction Department. The Deing, accounts payable, payroll, and me Chair of Contractors Educational Trust Fund, Construction Department, The Department of Construction further applications and nominations for the fully endowed Chair of Contractors Educational Trust Fund, it is anticipated that this position, which will be at the rank of full professor, will be filled by Fall 1992, "Pending Final Approval". Applicants must have a Ph.D. or equivalent degree and meaningful experience in the construction industry. They must also demonstrate potential for excellence in undergraduate and graduate traching and scholarly activities. The Department of Construction is an ACCE accredited program and is housed in the General College. The Department enjoys a close relationship with the Department of Civil Engineering and shared foculty and a planned John spanding program in construction management. Application deading is June 1, 1992, or until the position is filled. Seed a curriculum vities and a list of at least three references to: Dr. Jarry Householder, Chairman, Department of Construction, 2519 CEBA, Louislans State University, Baton Rouge, Louislans Tests. SU is an Equal Opportunity, Affirmative Action Employer.

ing, accounts payable, payoll, and nocountafloans receivable. Education equivalent to a Master's desire CPA with emphasis in accounting and fivance and at least
dight yours of qualifying experience at the
management level of financial administration, preferably in a university setting, required. Salary is commengantly setting, required. Salary is commengantly with qualifications and an excellent fringe beauti
program is available. To receive full consideration, aprily by May 31, 1997, by sobmitting a resume, names of three references, and salary requirements to CMU.
Personnel Services, 1897 Rowe Hall, MI.
Pleasant, Michigan 48350, CMU is an Affirmative Action and Equal Opportunity institution.

Counseling / Academic Advines: DeKalb College, Student Affaira Counselor. Responsible for academic counseling and advising, career counseling, directing orientation program for campus, participation in all aspects of student development. Minimum assier's depree in Counseling of Student Personnel in higher education. Experience in academic advisement and counseling in higher education essential. Salary \$22,000+ (12-month position), excellent benefits. Starting date: July 1, 1992. To be considered, please submit the following

### College of Education Michigan State University

The College of Education at Michigan State University is seeking candidates of exceptional scholarly and professional accomplishments or promise to fill a tenure-stream position in Student Affairs Administration and Student Learning in the Department of Educational Administration. The position is at the assistant or associate professor rank, and salary will depend upon the applicant's qualifications and experience. Appointment may begin as early as August 16, 1902

The person selected will become a member of the Higher, Adult and Lifelong Education faculty which offers the Master's degree in Student Affairs in Collegiate Settings as well as a Master's degree in Adult Education and the Ph.D. degree. The aim of the Student Affairs program at MSU is to prepare professionals who are equipped to work effectively with diverse student learners, to assist colleges and universities to design and maintain excellent student support services and to support institutional efforts to enhance student learning and development. We seek to continue a tradition of excellence at MSU white strengthening our contributions to the flet.

Position in Student Affairs Administration/Student Learning Position in Student Affairs Administration/Student Learning
Responsibilities will include: 1) conducting and publishing research on student
learning in collegiate settings, student affairs administration as it addresses
student learning and development, and learning across the lifespan; 2) working collaboratively with colleagues in Higher, Adult and Lifelong Education, in
the MSU Division of Student Affairs and Services, and in the larger university
in efforts to understand and improve student learning; 3) providing leadership
to develop and sustain an effective academic program in Student Affairs
Administration; 4) leaching and advising students at both the Master's and
Ph.D. levels; 5) providing professional service to interested clienteles within
Michigan in particular.

Destrable qualifications include: 1) an earned doctorate (required) in education or a related social science discipline; 2) experience in student affairs administration; 3) evidence of exceptional scholarly accomplishment or promise through published material, presentations or other scholarly work. Interested persons should send a letter of application, curriculum vilae, sample of scholarly writing, and names of three references to Chatrperson, Search Committee, Department of Educational Administration, 418 Erickson Hall, Michigan State University, East Lansing, MI 48824-1034. Review of applications will begin May 15, 1992.

Clinton Community College serves primarily Clinton County in Northern New York State. Total student enrollment was just under 2100 in Fall 1991. Located in Plattsburgh, N.Y. the growing campus overlooks Lake Champlain and is a one hour drive from Montreal, Lake Placid and Burlington VT.

**ANTICIPATED FACULTY VACANCIES FALL 1992** 

ART - One person department to teach studio art, photography and art appreciation, as well as to coordinate and develop Art programs.

viathematics - Responsibilities in the area of developmental mathemat

Nursing - One position in medical surgical nursing and one position in mental health nursing. Master's degree in clinical specialty necessary. Sociology/Criminology - To teach courses in introductory sociology, deviance, criminology and delinquency.

Writing/English - To teach writing and other humanities programs.

For all positions a Master's degree is required with community college teaching experience preferred.

Submit letter of application, current résumé, names and addresses of three current references and unofficial copies of transcripts to:

Human Resources Officer Clinton Community College RR 3, Box 8A

Plattsburgh, New York 12901-9573

EOP/AA

**CHAIR** 

DEPARTMENT OF ECONOMICS AND FINANCE

College of Business and Management Studies

UNIVERSITY OF SOUTH ALABAMA

items in a single packet; leiter of interest résumé, copies of graduate transcripts, and a list of three references (names, addresses, phone angulern). Send to Judy Chestonay, Dekalb College, Personnel Department, 3251 Panthersville Road, Decatur, Georgia 30034. Apprication deadline; May 29, 1992. AA/EOE.

ne: All searches remain open until position is filled.

FURTHER INFORMATION: Duty statement and selection cried CLINTON COMMUNITY COLLEGE

### FACULTY POSITIONS

The Department of Pharmacology invites applications for

Pharmacology, UMDNJ-Robert Wood Johnson Employment Opportunity Employer, mil/hiv, and a



Applications and nominations are invited for an individual to chair the Department of Economics and Finance beginning Falt, 1993. Candidate should be an associate or full professor and have an earned doctorals in economics or finance, a strong record of scholarly research, a commitment to excellence in teaching, and be able to demonstrate strong administrative skills and leader-ship abilities. The Department is one of four academic departments in the College of Business and Management Studies, which offers the bachelor's and MEA degrees, all fully accredited by AACSB. The University of South Alabama is located in the suburbs of Mobile on the scentc Alabama Gulf Coest and has an enrollment of approximately 12,000. College of Business enrollment is approximately 2,200. Applications will be accepted until May 28, reference to James R. Bobo, Chair of Search Committee, Department of Economics and Finance, College of Business and Management Studies, Uni-Opportunity, Affirmative Action Employer.

Counseling/Psychology: Counseling Psychologist, Ph.D. in Counseling Psychology or related field preferred. Responsibilities include short-term counseling for students, staff, and faculty; presentation of programs and workshops; training and consultations for campus groups and academic depart-

ments. Experience Academic testing context preferable. Academic testion beginning September 1, 1931, for six State University corolls 12 not september 1, 1931, and its located in the heart of the first and its located in the outstands and other procreation facilities of kinds and other procreation facilities of kinds and other procreation facilities of kinds.

### ASSOCIATE PROFESSOR IN COMPUTING SCIENCE (TENURABLE)

Queensland University of Technology is one of Australia's olassic largest universities with 23,000 students.

The Faculty of Information Technology comprises the School of putting Science, the School of Information Systems, and the literation Security Research Center (ISRC). Applications are invited by position of Associate Professor in Computing Science.

The appointoe will be responsible to the Head, School of Cargonia Science for academic and research teadership in his or he Compares; assist in the operation and administration of the School, is deputies for the Head of School as required. The appointee where the an active research team and pursue research and appears consulting activities in order to maintain high professions where

The School's interests are in programming languages operating terms, distributed processing, graphics, artificial intelligence and real networks. The appointee will contribute in one of these season an appropriate developing area of computing, namely systems are operability of formal methods and software assurance. The special will materially assist the School in its research program, pations, the supervision of research students and staff in enhancing a School's record of competitive research funding.

Women are under-represented at QUT at this level, therefore \$2.24. qualified women are encouraged to apply.

QUALIFICATIONS/SKILLS: Applicants should meet the unhargonteria for appointment as associate professor. Applicants shoulding higher degree in a relevant discipline; substantial industrial search experience; and a provan record of research and/or dear ment activities in their chosen area. The latter could be demonstrated by publications, leadership of research and development lears rethe gaining of research and development funding.

CONDITIONS: Permanent appointment is available at the level dissociate Professor (\$US49,167 (\$AUD64,575) per annum). Condim include subsidised superannuation, relocation assistance, principal experience leave and study assistance.

the position and information on the University is available from \$\( \). Personnel Department, telephone 61 7 864 3745, facsimile 61 B-3996 or email k. foxkerqut.edu.au. For further information on begation contact Professor John Gough, Head, School of Computing & enco on 61 7 884 2316, facsimile 61 7 884 1801 or email (gough; b. edu.au.

APPLICATIONS: Applications should quote 220/92 and included dence of academic qualifications, experience and teaching mixtons plus the names, addresses, telephone and faceimile number live professional referees. Applications should address the selectric plus and reach the Personnel Director, QUT, Locked BigN2/M; Hill, Quoensland 4059 Australia by 28 May 1992, Smoking sings mitted in QUT buildings.

An Equal Opportunity Employer

2 tenure-track positions at the assistant, associate or full professor levels commencing October, 1992. Successful candidates will be expected to develop a strong research program preferably in cancer biology, cancer pharmacology or in the general area of growth and call cycle regulation, and to teach medical and graduals students. The positions offer competitive salaries and laboratory start-up packages.

Application deadline is June 30, 1992. Send CV and 3 letters of reference to Dr. Leroy F. Liu, c/o Dr. Challet Brostrom, Professor and Acting Chair, Department of Medical School, 675 Hoes Lane, Piscalaway, NJ 08854-5635. UMDNJ, New Jersey's university of the health sciences, is an Affirmative Action/ Equal member of the University Health System of New Jersey.



to Dr. Gary Klukken, Director, Student Counseling Services, University of Ten-nessee, 900 Volunteer Boulevard, Knox-Ville, Tennessee 37996-4250, Review of ap-plications will begin May 15, 1992 and con-tinue until the positions are filled. EEO/

AA.

Counseling Psychology: Counseling Psychologist. Georgia Southern University, a unit of the University System of Georgia, enrolling approximately 13,400 students, invites applications for a Counseling Psychologist. Responsibilities include individual counseling, psychological and vocational testing and interpretation, crisis interpretation, and consultations. This staff member will also provide programming on a variety of mental health issues. Doctoral degree with specialization in developmental concerns of college anudents highly destrable. Eligibility for licensure as a psychologist preferred. Sulary range: \$31,000-\$38,000 depending on experience. Application deadline: June 5, 1992. Date available: August 1, 1992. Submit cover letter and resume to: Personnel Services, cho Counseling Psychologist, Georgia Southern University, Landrum Box 8104, Statesboro, Georgia 30460-8104. Georgia is an open records state. AAEOI. supervise interns in our APA accredited program. Will serve on the University alcohol-drug shuse education program committee, serve as alcohol and drug linison with other departments, and consult with staff, Position 2: sancraits, Prefer interestive, pertise in psychological sassessment, men's issues, or minority ismes. Requires ability to provide psychological services to students with a broad mose of developmental issues as well as mental and personality disorders. Will prote individual and group becapy, crists interested in our APA accredited program. Both: adjunct propositioned in exidente department postsible. 12-mosth appointment, available laby 1, 1992. Competitive salary. Cloud friage benefits. Sead graduate transcript, vita, and three letters of recommendation



### **AUSTIN COMMUNITY COLLEGE**

Austin Community College is a two-year comprehensive community college located in the Capital Area of Texas. The College is fully accredited by the Southern Association of Colleges and Schools and enrolls more than 25,000 students. The College maintains an "open door" admissions policy. Applications are invited for the position of:

### Surgical Technology Instructor

Responsibilities: Didactic, laboratory, and clinical instruction in surgical technology. Assist in curriculum development and instructional design. Assist with student advising and other necessary college-related activities. Qualifications: Certified Surgical Technologist or Licensed Registered Nurse (Texas) with minimum of three years O.R. experience in past five years. Bachelor's degree preferred, Quality communication skills. Ability to assist in curriculum development and implementation. Ability to create a positive learning experience in the classroom, laboratory, and clinical setting. Ability to work as a team member.

Sulary: Subject to placement based on education and experience.

1#019211

A complete application and résumé must be received no later than 12 moon, May 29, 1992. All materials should be submitted to the Office of Personnel Services, Austin Community College, 5930 Middle Fiskville Road, Austin. Texas 78752.

NOTE: Austin Community College does not accept employment applica-tions or related correspondence via telecopy.

EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

### University of California at Berkeley

### WALTER A. HAAS SCHOOL OF BUSINESS

The Haas School of Business is seeking applications for the position of Director of Executive Education. The director is responsible for the development and management, including program content and quality, of non-degree programs for executives. The director provides leadership in bridging between academics and participants; is responsible for markeling and promoting programs with leaders of major companies worldwide; and budgetary agreements. Qualifications: MBA degree or equivalent and experience in developing and managing executive education programs at a large research university. Beginning date: July 1, 1992. Salary commensurate with qualifications and experience. Reappointment subject to availability of funds. A letter of application, current resume and names/addresses of three references will be accepted through June 5, 1992 and should be addressed to:

Dean William A. Hasler Haas School of Business 350 Barrows Hall University of Callfornia Berkeley, CA 94720

The University of California is an Equal Opportunity, Affirmative Action Employer.

### NORTH CENTRAL BIBLE COLLEGE

NCBC is seeking a faculty member with expertise in ELEMENTARY EDUCA-TION. Responsibilities: Participation in departmental development; leach-ing in area listed above; Master's degree, Ph.D., preferred. Applicant must hold Elementary State Certification and a minimum of three years' teaching experience in area of State certification. Rank and salary commensurate with qualifications and experience. Appointment date: August 1992. Please send résumé, three references (include addresses and telephone num-bers) and a brief statement of your personal faith and testimony to: Dr. Don Meyer, Vice President for Academic Affairs, North Central Bible College, 910 Elliot Avenue South, Minneapolis, Minnesota 55404.

North Central Bible College is an undergraduate institution owned and operated by the Assembiles of God. The mission of the institution is to prepare individuals for ministry within the Assembiles of God in particular, and the Church in general. Academic excellence and practical experience bring a balance to the educational philosophy at North Central. The college is an Equal Opportunity Employer.

Due to expanding enrollment, SUMTER AREA TECHNICAL COLLEGE is seeking faculty (3 positions) with expertise in the following areas:

### ASSOCIATE DEGREE NURSING INSTRUCTORS MATERNAL-CHILD and/or MEDICAL-SURGICAL

Classroom and clinical teaching, to prepare students at the Associate Degree level. Excellent State benefits and competitive salary commensurate with education, qualifications, and experience. Master's Degree in Nursing and one year's professional nursing experience required. Teaching experience praferred. Current license or eligible for licensure to practing experience praferred. Current license or eligible for licensure to practing date is negotiable. Applitice nursing in South Carolina a must, Starting take a cations will be accepted until the positions are filled.

Mail letter of application, resume, and copy of college transcript (a) to Personnel Office, Sumter Area Technical College, 506 N. Guignard Drive, Sumter, SC 29150. AA/EOE.

cates leadership, research, publication, and service potential. Teaching experience in teacher education and concentration in mathematics preferred. Duties include, but are not limited to: (1) advising mathematics education students at undergraduate and graduate levels and serving on doctoral committees; (2) teaching methods courses; (3) supervising secondary student teachers; (4) teaching undergraduate and graduate classes in the areas of curriculum and instruction and foundations of education; (5) providing service to secondary schools of Mississipp; (6) conducting research and sharing results in referred lournals and at conventions of recommend professional organizations; and (7) other university duties. Salary negotiable. Applications will be accepted through June 30, 1992, or until the position is filled. Submit letter of application, risume, all transcripts, and three letters of recommendation to: Dr. Netl Anos, Head. Curriculum and Instruction, P. O. Box 6331, Mississippi State, Mississippi 19752. EOE/AAE. Minorities are encounaged to apply. ground in dairy chethistry and pulls processing. Applicants should have demonstrated experience in thermal and membrane processing of milk, as well as knowledge of milk proteins, enzymes and the milk sait system, Applicants should also be aware of current needs in the dairy processing industry. The candidate will be responsible for conducting restaurch on milk proteins in relation to the processing of milk, in addition, the candidate will be involved in administration of a dairy research center. Send resume and names of three references to: Dr. Dorski J. McMahon, De partment of Nutrition and Food Sciences, Utah State University, Legan, Utah 8312-8300; telephone 801-750-7100; fax 801-750-7379. Application deadline: May 29, 1992r position open until filled. USU is an AA/BO Employer.

Developments Director of Development. St. Coletts y of lithols, a large private facility located in southwest suburban Chicaso serving developmentally disabled children and adults, is seeking an experienced professional to plan, organize, manage and trappensed all aspects of fund-railing operations. A progressive expending agency, we offer excellent benefits and an outsimaling satury. The selected individual most possess excellent communication skills, proven leadership and supervisory akills, and background in fund development and public relutions. Review of applications will best in May 30, 1992. To be considered for this excellent opportunity, and resume, including allary expectations to Director of Human Resourcas, St. Coletta in of Illinois, 123rd and Wolf Road, Palos Park, Illinois 60363, Equal opportunity employer.

### FACULTY AND RESIDENTIAL **EDUCATION OPENINGS**

Colby-Sawyer, a small independent coeduca-tional college located in the beautiful Dartmouth-Lake Sunapee region of New Hampshire, announces two openings for the 1992-93 academic year.

Embodying the linest elements of New England's liberal arts traction combined with excellent professional programs, Colby-Sawyer College offers an environment characterized by a close, rewarding interaction between those who come here to teach and those who come

COORDINATOR OF SECONDARY **EDUCATION FACULTY POSITION** This faculty position, at the Assistant or Associate Professor level, will be responsible for teaching courses, developing and coordinating programs in secondary education, placing and supervising secondary students in the field, and interfacing with cooperating schools and accrediting agencies. Experience teaching at the secondary level is a plus. A doctorate in education is required.

### AREA COORDINATOR RESIDENTIAL EDUCATION

education is required.

This is a 10 month live in position with responsibility for recruitment, selection, training and evaluation of student residence half staff; enforcement of half policies and procedures, assistance in creating educational programs for residence halls; and crisis intervention and management. Candidates must have a Master's degree in College Student Personnel Administration, or the equivalent, and 1-3 years' experience in residence life and/or student

Starting date is August, 1992. We will begin screening applications immediately and will continue to accept applications until suitable candidates are tound.

Please send your letter of application, resume and the names and telephone num-bers of live references to: Peggy Brown, Director of Human Resources, Dept. C. Colby-Sawyer College, New London, NH 03257. An equal opportunity employer.

### Northwestern State University

DEPARTMENT OF SOCIAL SCIENCES: Applications for tenure track positions at the rank of Assistant Professor are invited for the following: (3) Social Work: must possess a Master's degree in Social Work from a CSWE accredited institution and should hold an earned doctorate in sucial work or a related field. ABD's will be considered. Applicants must have two years of practice experience in a social work setting. (2) Sociology, Must possess an earned Ph.D. in sociology. Preference will be given to applicants who will support the Social Work program and who can leach Sociology of the Family. Social Theory, and courses related to cultural idversity. Applicants must have teaching experience at the university level and publications in retoreed journals. (3) History/Archives: Applicant must possess the Ph.D. in European history and should have training or experience in archival studies. Applicants will teach early modom European history (British fields are preferred), historiography, and archival courses. Applicants must have teaching experience at the university level and publications in referred journals. Screening of applications will begin May 29th and comfuse as long as required. Send letters of application, vita, official transcripts, and three recent letters of recommentation to: Dr. Maxine Taylor, Head, Department of Social Sciences, N.S.U., Natchitoches, LA 71497. EEO/AA.

### **INSTRUCTOR NEEDED**

Warren County Community College has the following opening: Sociology/Psychology: Tenure-track position. Master's degree in ei-ther sociology or psychology required with additional graduate cred-its in other discipline. Community college teaching experience pre-

Send resume and cover letter to Steve Serman, Warren County Community College, Box 55A, Route 57 West, Washington, NJ 07882-9605.

Position will remain open until filled by qualified candidate. AA/EOE.

Development/Communications: Associate Director—Development/Communications/ Control Michigan University (AA/EO Institution) encourages diversity, and resolves to provide equal opportunity regardless of rate, say, handlen, sexual orientation, or other (prelevant eritoria. CMU is sections and Associate Director-Development/Communications for Michigan Special Olympics with direct responsibility for the sollelistion of maker dealing with fluid responsibility for the adjustation of operational matters dealing with fluid relations and communication. Bachetor's degree, five year's qualifying work experience in fund raising, mubic relations, program adulpsistention of operations and volves and development, mibic education and communication. Bachetor's degree, five year's qualifying work experience in fund raising, mubic relations, program adulpsistention, and volves are administration. Master's degree are of Special Olympics experience easiered, Salary, Sal, 401–45, 5013 commensurate with qualifying work experience in fund raising, mubic relations, program adulpsistention of the following disciplines: Eaglish, mathematics, or reading, A minimum of the relations of the following disciplines: Eaglish, mathematics, or reading. A minimum of the capital of the following disciplines: Eaglish, mathematics, or reading. A minimum of the capital disciplines are relatively as a submit as a quired; administrative experience preferred. Studies also disciplines are relatively as a submit as a mathematics, or reading, A minimum of the capital disciplines and processing the provide reading and the provide reading and the provide reading and communication of operations of the following disciplines: Eaglish, mathematics, or reading, A minimum of the capital disciplines and provide reading and the provide reading and communication. Here of the capital disciplines are relatively as a submit as a mathematics of the capital disciplines and provide reading and communication of operations of the capital disciplines and communication of the fol





### **BENEDICT COLLEGE** Faculty/Administrative

Benedict College anticipates the following faculty and administration openings for the 1992-93 academic year. Salaries will be offered commensurate with qualifications and experience. Filling of positions is contingent upon availability of funds.

ACCOUNTING: Ductorate degree in Accounting or Accounting/Fin-ance. Teaching and/or professional experience desired.

BIOLOGY: Doctorate degree in Biology preferred: Master's degree in Biology considered. Teaching and/or professional experience preferred. CHEMISTRY: Doctorate degree in Chemistry with concentration in Physical Chemistry. Teaching and/or professional experience preferred. COMPUTER SCIENCE: Doctorate degree in Computer Science sought; (will consider dissertation level applicant).

CRIMINAL JUSTICE: Doctorate in Criminal Justice or Criminology sought; doctorate degree in Sociology with master's degree in Criminal Justice considered.

JOURNALISM/MEDIA ARTS: Declarate degree in journalism, Communications, or Media Arts with extensive professional or teaching experience and proficiency in desktop publishing, video and audio production, media management, sales and marketing.

DIRECTOR OF ENROLLMENT MANAGEMENT: To direct the Enroll-Diffect Of Fenicollman i MANAGEMENT: It direct the Entou-ment Management Program, to include developing and managing a com-prehensive marketing and recruitment plan. Qualifications: include a master's or higher degree in Student Services, Counseling, Higher Edu-cation Administration, or other related fields; as well as three to five years' experience in higher education administration with emphasis on necruitment and other specific areas of responsibility.

APPLICATION PROCEDURE: A letter of application, résumé, official transcripts, and three letters of recommendation should be sent to: Dr. Ruby W. Watts, Vice President for Academic Affairs, Benedict College, Harden and Blanding Streets, Columbia, South Carolina 29204. DEADLINE FOR RECEIPT OF MATERIALS: May 22, 1992 or until

Benedict College is an Equal Opportunity, Affirmative Action Employer.

VENTURA COUNTY COMMUNITY COLLEGE DISTRICT invites applications for the following full-time instructor positions:

INSTRUCTOR IN ACCOUNTING—Moorpark College Closing 6/9/92 INSTRUCTOR IN BIOLOGICAL SCIENCES—Moorpark College

Closing u/9/92 INSTRUCTOR IN SOCIOLOGY—Moorpark College

INSTRUCTION IN SOCIOLOGICO
Closing 6/4/92
INSTRUCTOR IN ENVIRONMENTAL HAZARDOUS MATERIALS/FIRE
TECHNOLOGY/INDUSTRIAL SAFETY—Oxnard College
(1/17/0)

Clusing 6/11/92
INSTRUCTOR IN ENGLISH (2)—Oxnard College—Closing 6/4/92
INSTRUCTOR IN MATHEMATICS (2)—Oxnard College

Closing 5/29/92
INSTRUCTOR IN PHILOSOPHY—Oxnard College—Clusing 5/29/92
INSTRUCTOR IN ENGINEERING/MATH—Ventura College

Closing 6/11/92
PHYSICAL EDUCATION/COACH—Ventura College

Contact Personnel Services for an application packet:

Ventura County Community College District
71 Day Road, Ventura, CA 93003 (805) 654-6424 The Ventura County Community College District is an Affirmative Action, Equal Opportunity Employer and actively seeks the candidacy of ethnic minorities, women, disabled and Vietnam-era veterans.

Early Childhood/Elementary Education: Assistant Professor in Barly Childhood or Elementary Education, University of South
Curolina, Sunter: Contingent on funding.
Ph.D. and a minimum of two years' nubile
tauching asperience preferred. Preference
given to applications received by May 15,
1922. Sent via, transcripts und three letters of recommendation to: Dr. Robert B.
Castleberry, Chairperton, Division of Humunities, Social Sciences and Education,
USC Sumter, 200 Miller Road, Sumter,
South Carolina 29150. USC Sumter is an
Affirmative Action, Equal Opportunity
Employer.

Education: Baldwin-Wullace Cottege in-vites applications for the tempe-track posi-tion of Assistant Professor of Education. Qualifications include on corned desceptie with emphasis on secondary education and computer studies. Also, one should have the ability to coordinate the field experi-ence program and supervise student teach-ers. Experience as a school radialistrator and/or supervisor would be beneficial. A minimum of three years of teaching experi-ence at the secondary level is required. The mammind of three years of teaching experience at the secondary loyed is required. The position will begin on Sontember 1. Baldwin-Wallace, a Bour-year, comprehensive college with graduate programs in Education and Business, is located in a suburb of Cleveland. Total annoliment is about 4,700 with 2,330 full-time day students. Send letter of nephleation, resume, and three tettors of reference to: Dr. Patrick F. Cosiano, Chairman, Division of Education, Baldwin-Wallace College, 275 Enstiand Road, Berra, Chio 4017-2083; fax 216-826-3779. Applications will be reviewed beginning May 18. Baldwin-Wallace is an Equal Opportunity, Affarmative Action Employer.

Education reading, math andfor social study required to study on the study of math andfor social study in the position of math andfor social study in the position of profits math andfor social study in the position of profits a studies math of subol teaching experience. Record of reaccing experience, Record of

Education: Assistant Director/Counseling and Carper Services. Marypootent University, a Catholic, co-educational institution enrolling 3500 students in grand-unate and undergraduate programs is seeking Assistant Director/Counseling and Carper Services, Master's degree in Counseling or related field. A minimum of four years' experience in Counseling, Carper Development, and placement in a college setting required. Send lotter of application and résumé to Personnel Office, Marymount University, 2807 North Globe Road, Arlington, Virginia 22207, EOE.

Education: Chair, Division of Education.
Associate or Full professor of Education in 9-month tenure-track position beginning August 15, 1992. Responsible for directing the activities of the Division, including the redesign of the elementary education program. Teach at sraduate and undergramatic tevels and supervise clinical experiences. Doctorate in Education, teaching experience, and background or training in curricular development/instructional design required. Send application to Dr. Kenneth Conroy, Academic Dean, Quinc. College, 1800 College, Quincy, Bisnot 52.4.1. Doad-line: May 20, 1992. EOE. Education: Full-time teaching position in michile and secondary education to begin August, 1992. Ph.D. preferred. Rank and salary commensurate with experience. Application deadline: May 15, 1992. Send resume and three letters of recommendation to Dr. Rome B. Joyce, Chair, Division of Education, Lees-McRae College, P.O. Box 128, Banner Elk, North Carolina 28664; fax 1704) 898-8711. EOE.

Education: Assistant Professor of Education. Morehead State University Invites applications and nominations for a ninemonth tenure-truck position as Assistant
Professor of Education. Responsibilities:
Teaches graduate and undergraduate classes on and off campue; advises attudents;
confincia research and subonits research results for publication; and provides service
to public schools, Teaching assignments
assy include reading, math and/or social
strudies mathods classes. Outlifications

Education and Psychology to teach implergraduate and graduate courses including a
combination of courses such as Introduction to Teaching, Classroom Management,
Languago Aris Methods, Social Studies
Methods, Reading Methods, or Educational Psychology Mulanum Qualificational Psychology Mulanum Quali

### **MOUNT ST. MARY'S COLLEGE** 1992-93 Full-time Openings

Mount St. Mary's College, a Catholic liberal arts college primarily for women with 1200 students enrolled on two campuses, seeks outstanding applicants for the following positions:

for the following positions:

DIRECTOR OF WEEKEND COLLEGE: Implement a weekend college on the West Los Angeles (Chalon) campus beginning Fall, 1992. Goal: 50 adult students, Program: B.A. Liberal Arts and B.S. Business. Qualifications: I'h.D. preferred and eligibility for faculty appointment; thorough knowledge of higher education with expertise in curricular development, budget management, programming, and marketing for adult learners; excellent communication and interactive skills and willingness to work weekends. Twelve month appointment

BUSINESS DEPARTMENT CHAIR: Teaches in and administers undergraduate program of 70 majors and five full-time faculty. Ph.D. preferred and teaching experience required.

PSYCHOLOGY: Assistant Professor. Qualifications: Ph.D. and ability to teach a wide range of undergraduate courses with emphasis in learning and social

Please send letter of application by May 22, 1992, with vita and three profes-Dr. Jacqueline Powers Doud, Academic Vice President Mount St. Mary's College 12001 Chalon Road Los Angeles, California 90049

EEO/AA employer - minorities and women are encouraged to apply.

### **DEPARTMENT OF DEFENSE** POLYGRAPH INSTITUTE

Full-Time Research Positions Available in Physiological Detection of Deception

The Department of Defense Polygraph Institute (DoDPI) is currently looking to fill three positions: two GS-11 positions, Salary Range: \$32,423-\$42,150; and one GS-13 position, Salary Range: \$46,210-\$60,070. Persons applying for the GS-11 position should have training and experience in the use of statistics, computer-assisted physiological data collection, and research design.

Persons applying for the GS-13 position should have training and experience as listed above as well as the ability to engage in and develop independent

The Institute is currently conducting research on cardiovascular measures and physiological detection of deception/concealed information. Contact Dr. Barbara Carlton, DoDPI, (205) 848-4584 for more information Contact Dr. Baroara Cariton, DOLP1, (200) 345-4304 for more miorinaum Direct requests for applications or to submit completed SF-171's to Cdmr., USACMLS&MPCN&FM, ATTN: ATZN-CPR, Ft. McClellan, AL 36205-5000, POC Ann Vaughn. CLOSING DATE: May 15, 1992.

### **MORRIS COLLEGE**

Morris College, a private and predominately black, four-year Liberal Arts College in Sumter, SC is seeking applicants to fill the following

ASSISTANT/ASSOCIATE PROFESSOR OF HISTORY: To leach four to ASSISTANTIABSOCIATE PROFESSOR OF INSTORY: To teach four to five (12 to 15 credit hours) courses each semester in World Civilization and Non Western Area Studies. Participate in registration, student activising, committee assignments and other duties as assigned, Ph.D. in History preferred. Effective Pali (August ) 1992.

SYSTEMS ANALYST: Is seeking a person to design and develop appropriate Computer Systems and to write, install and moulify software as part of the College's Program of institutional Research, planning and institutional evaluation. Must have a Bactelor's Degree in Computer Science, information Management Systems or related field and two years of experience as a Systems Analyst, Programmer Analyst or required. This is a temporary position funded under a grant that expires in three years. Effective immediately,

Submit letter of application, three letters of recommendation and OM-cial Academic Transcripts: Personnel Office, Morris College, 100 W. College Street, Sumler, SC 29150-5599.

puter word processing and the integration of computers into instruction. Pamiliarity with Okiahuma teacher certification process also helpful. Salary and Rank: Commensurate with educational background and experience. Postition available August 17, 1992. Send-latter of apolication isting date available and arcarist of expertise. Also, include vita, transcripts, and names, addresses and phone numbers of threa (1) references along with a letter of recommendation from each to Dr. Keith Harrison, Search Committee Elementary Generalist, Cameron University, P. O. Box 16356, Lawton, Okishoma 73:03. Selection begins May 11, 1992, and continues until position is filted.

Education: Assistant Professor, two posttions, aine month, tenure track, Fall 1992,
\$25,306; Doctorate in Education, three
years' teaching experience in public
achools, and eligibility for Tens Elementary certification required; expertise in elementary and reading or early childhood education; expertise in at least two areas inchading elementary, reading, special education, or bilingual education. Teach 12 hours
each semester, unidergraduale and graduate
level, advise students, supervise student
teacher; sebolarly indury and service to
area achool districts; travel required. Send
letter, feducate, and applications or nominations to Dr. Sue Pannell, Chair, Teacher
Education, Uvalde Center, Sul Ross State
University, Gamer, Field Road, Uvalde,
Texas, 7801. Deadline for submission of
materials is May 23, 1992. EEO/AAE.

Educational Administration: Director of

Educational Administration: Director of School Services Bureau, Education: The University of Wisconsin-Oreen Bay seeks a Director of the School Services Bureau to develop: and defiver instructional programs, both credit and noncredit, in responge to needs, expressed by advisory boards consisting of teachers, principals and superintendents. The director plans

closes June 1, 1992. Contact: Send letter of application, current vits and three current letters of recommendation to Dr. Dennis Bryan, Chair, Search and Screen Committee, Education Department, University of Wisconsin-Green Bay, 2420 Nicolet Drive, Order Bay, 2420 Nicolet Drive, Charles Wisconsin 34311-7001; (Tolerable, 44463-2137). An Affirmative Action, Equal Opportunity Employer. Educational Technology, California State Polytechnic University, Pomons, School of Education announces the following opening in Educations of Professional Studies (Polytechnic University, Pomons, invites applications for an Assistant Or Associate Profession tenure-irack position in Educational Computer Technology, Knowledge of the history, theory, and application of computers in educational Technology, Educational Computer Technology, Knowledge of the history, theory, and application of computers in education is required. Demonstrated ability to teach in one or more of the following areas: computer interacy, telecommunications, application of computers to educational curriculum, and educational and hypermedia applications are also reduced. Salary is at the Assistant-Associate Professor range, peading as available funding, and depends on qualifications. Deciorate in Educational Technical Computers in Educational Technical Computers in Educational Technical Computers in Computers of Computers

### NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

Cypress and Fulleton Colleges are seeking instructors who represent multi-cultural diversity of our stordents and community. Our represent academic excellence is dependent upon biring professional safe who a nor commitment to quality education and to providing a well-ourselent.

Applications are currently being accepted for the following positions CYPRESS COLLEGE FULLERTON COLLEGE Music Instructor Deadline for applications Business/Business Management hetero de Deadline for applications: June 5, 1992 May 22, 1992

Divis.Dean Business/Computer Information Systems Deadline for applications: May 29, 1992 Division Dean, Fine Arts Deadline for applications:

May 29, 1992

Computer Info. Systems Inductors 100% Temporary Contracts 1992 Fall Semester Only Deadline for applications: June 5, 190 Nutrition/Foods Instructor Deadline for applications: June 5, 1992

The filling of these positions is contingent on available funding. Located in Orange County, 40 miles southwest of Los Angeles, Cyres of Culterion Colleges are part of the North Orange County Community Colar District serving 18 cities in 16 school districts. In addition to the two death NOCCCD includes a large Adult Education Division and a access to Community Services program. The District serves approximately 1900 students in its combined college and adult education programs. The NOCCCD offers a generous benefits package, which includes he's insurance and competitive safaries. We are committed to Affirmative Aria and enthusiastically encourage applications from qualified women, may ities, and disabled individuals.

If joining our faculty interests you, please call or write for an applicant form, which must be returned by the deadline dates: North Orange County Community College District Office of Human Resources 1000 North Lemon Street Fullerton, CA 92632-1318 Phone: (714) 871-4030; FAX: (714) 738-7853

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### NORTHWESTERN OKLAHOMA STATE UNIVERSITY

A four-year, state-supported institution with an enrollment of 200 students, Northwestern must fill the following positions. Address inquires to Dr. Timothy Zwink, Vice President for Academic Ma.s. NWSU, Alva, OK 73717.

Computer Science

Instructor or assistant professor to teach introductory and upperled division computer science courses beginning Fall 1992. One year pointment with sucond year possible. Master's degree required. (6) torate proferred. Application deadline: May 30, 1992.

Media Center

Director needed to administer services of instructional media or and coordinate the televised instruction program. Bachelora degrain library media required; Master's degree desirable. Applicated deadline: Mny 22, 1992.

Director needed to initiate and develop a university learning sension and to assist in coordination of assessment activities. Master 1 dept. required, doctorate preferred. Application doedline May 20, 1992.

Equal Opportunity, Affirmative Action Employer.

nothusy or Education with emphasis in Indicational Computer or Educational Technical media of the College, 20th and Sumar Structure of Structure of

Education/Educational Outreach: Half-time Faculty Projects Coordinator and Clinical Assistant within the Undergraduate Educational Studies beginning August 15, 1992 (Possible development into a full-time tenure track position.) Responsibilities include coordinating outreach programs which include muonrity pre-college and Children-ni-Risk programs, and supervising clinical students. Position requires travelings to outreach and chilical locations. Must be willing to be trained in the use of the Preservice Teacher Perceiver Interview and its application to the program. Opportunities for aummer teaching. Muster's dearce and three years of elementary, middle and/or secondary teaching required. Earned ductorate and provious experience appervising preservice teachers referred. Salary commonsurate with experience. To apply, send iclier of application, vita, official tranacripts and three current letters of recommendation to: Director of Huntan Resources, Marian College of Fund du Lac, Wilsconsin S4935. Applications accepted until position is filed, An Equal Opportunity Employer-Educator.

Education/Special Education: Augustans and administers budgets, communicates with constituents, markets and evaluates programs delivered. Qualifications: Experience in classroom teaching and administration in a K-12 system. Experience in higher education, especially continuing education desirable. Excellent organizational and management abilities with attention to detail. Master's degree required, advanced degree praierred. Appointment: The position of director is an administrative appointment in a three year academic staff contract or faculty position, depending on qualifications and experience. Safary: Compactive; dependent on qualifications and experience. Position and experience. Position elocation, current vits and three current supplication, current vits and three current

actifits and three current letters of recommendation to: Director of Human Resources, Marian College of Fund du Lac, 45 South National Avenue, Fond du Lac, 45 South National Avenue, Fond du Lac, 45 South National Avenue, Fond du Lac, Wisconsin 54935. Applications accepted until position in filled, An Equal Opportunity Rimphoyer Educator.

Education/Special Education: Augustana College, Sloux Falls, South Dakota savites applications for a reunre-eliable position in the Department of Education at the rank of Assistant Professor, beginning September, 1992. Responsibilities will include teaching undergraduate and graduate course in the education of the middly handicapped; augustant provising attendent teachers; usual faculty dutes including advising tooth undergraduate and graduate). A commitment to continued professional and telophyla growth and to the mission of a church-related liberal arts college expected. Earned doctorate in education; AliD considered. Significant direct experiences with handicapped sudents from the professional and to the mission of a church-related liberal arts college expected. Earned doctorate in education; AliD considered. Significant direct experiences with handicapped sudents from the professional professional and to the mission of a church-related liberal arts college expected. Earned doctorate in education; AliD considered. Significant direct experiences with handicapped sudents from the professional professional field from Registrar's Office, names, identifications in the professional and telephone auguster for three current references (letters optional), and a statement of personal and professional and professional

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### **RULLETIN BOARD: Positions available** UNIVERSITY OF NEVADA, LAS VEGAS

# UNLY — one of the "rising stars of American higher education" U.S. NEWS & WORLD REPORT

Here's Why:

- ▲ UNLV's academic programs are receiving national and International recognition.
- ▲ UNLV is among the fastest growing universities in the nation. Fall 1991 enrollment reached 19,562, a 7.4 percent Increase over the previous year.
- ▲ UNLV is a comprehensive Ph.D.-granting institution dedicated to both research and teaching. New Ph.D.s include history. computer science, and civil engineering.
- UNLV recently opened the nation's only National Supercomputing Center for Energy and the Environment, housing a Cray Y-MP
- UNLV attracts millions of dollars annually in public and private support for research. More than 30 research centers enrich the university and the community.
- UNLV's Jazz Ensemble was named 1990 National Champion, and the Performing Arts Center regularly presents internationally recognized artists.
- ▲ UNLV is home to the 1990 NCAA National Champion men's backetball team. UNLV student athletes have competed successfully on a national level in all 14 intercollegiate programs.
- ▲ UNLV will break ground for classroom, architecture, and physics buildings totaling more than 250,000 square feet at a cost of \$49 million.
- ▲ UNLV has been named for three consecutive years to U.S. News and World Report's list of "up and coming" universities.
- UNLV offers an exciting, dynamic campus life, which includes 14 fraternities and 7 sororities, plus numerous other student organizations and activities.

### If you're a "rising star" in your career in teaching or research, you may want to move up to UNIX.

Look for position announcements in the classified section of the Chronicle of Higher Education throughout the academic year.

AVEEO

### RECREATION

West Georgia College invites applications for a tenure-track faculty position to begin in September, 1992. Criteria include doctorate in herapeutic recreation, commitment to research and professional growth, and willingness to travel for supervision and recruitment. Teaching experience and NCTRC certification desirable. Apply to Dr. Lyme P. Gaskin, Chair, Department of Physical Education and Recreation, School of Education, West Georgia College, Carrollton, Georgia 30118; (404) 836-6350.

An equal opportunity, affirmative action employer.

or related experience. Master's degree, the years' experience, three years' industrial experience in all the field, or experience with computer aided design on PCs desirable. Closing date: May 29, 1992. Send Closing the County of the Master aided design on PCs magnites for Human Resources. Casper only 25 College Drivé, Casper, Wyoning 230. We are an ERO/AAE.

Limestary Education: Search reopened. Assistant/Associate Professor in 9-month at and graduate restriction promises the memory professor in 9-month at and graduate restriction of the dementary education propagate and participation in the resum. Decrete in Blementary Education prophic actions program, with 25 clementary and openinflatrictions in Curriculum development of 160 audents in the teacher education points action program, with 25 clementary and openinflatrictions in Curriculum development of 160 audents in the teacher education points action program, with 25 clementary and openinflatriction to Dr. Kepneth Controy. Academic Lean, Outney Colege, 1800 College.

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and continue until the position is filled.

Elementary Education: Tenure track position beginning August 15, 1997. Generalist in Elementary Education. Teach undergraduate classes in language arts and social studies methods, microteaching and elementary educations methods, microteaching and elementary experience in elementary educations related and successful, full-time cation for related and successful full-time cation full-time cation for related and successful full-time cation full-time

### Athletics/Physical Education

Two positions available 1) Head Women's Volleyball Coach, 2) Head Baseball Coach. Expertise in at least one of the following academic areas: Pedagogy, Exercise Science, and/or Recreation Management. Master's degree required, Doctorate preferred. The University requires the signing of an evangelical Wesleyan statement of faith. Send letter of application and résumé to Dr. Paul Collord, Vice President for Academic Affairs, Indiana Wesleyan

### **Patrick Henry Community College**

P. O. Drawer 5311 Martinsville, VA 24115-5311 (703) 638-8777

College: Nestled in the scenic foothills of the Blue Ridge mountains midway between Greensboro. North Carolina and Roanoke, Virginia, Patrick Henry Community College is a comprehensive two-year college serving the City of Martinsville, Henry and Patrick Counties, and portions of Franklin County. The service region is highly industrialized in both furniture and textites and has a population of approximately 100,000. There are numerous recreational opportunities including nearby Smith Mountain Lake and Fairystone State Park. The College is dedicated to academic excellence in both the college parallel and occupationalizational curricula with a full-time enrollment of 2500 students.

Dean of Academic and Student Development Services (Position #FA034/C-82)

The function of the Dean of academic and Student Development Services is to plan, schedule, the function of the Dean of academic and Student Development Services is to plan, schedule, the function of the Development academic support activities, and student development services activities at the College including the preparation, management, and analysis of instructional and student development services budgets. The Dean of Academic and Student Development Services shall report to the College President.

Qualifications: Master's degree from an accredited institution, community college administrative and teaching experience, proven leadership and management skills. Candidate should possess a demonstrated skill in faculty and student relations, curriculum development, and exhibit a capability for providing dynamic and forward leadership and a thorough understanding of and commitment to the mission of the community college.

Salary: \$52,845-\$59.015

Starting Date: August 1, 1992, or as soon thereafter as possible

Application Deadline: 4:00 p.m. Friday, June 5, 1992. English instructor, full-time, 9-month (Position F0051/C-63)

Teach college level English classes with primary assignment in developmental English. Must exhibit ability to teach a variety of courses utilizing multi-sensory approach. Math instructor, full-time 9-month (Position F0080/C-64)

Teach introductory college level mathematics courses with primary assignment in Developmental

'Reading Instructor, full-time, 9-month (Position G0004/C-65)

Teach developmental reading classes and work the special needs students. Position will include teaching and reading and working one-on-one with disabled or other special needs students. Must utilize multi-sensory instructional approach. "Continuation of position contingent upon grant funding.

Qualifications: Master's degree with 18 graduate hours in required subject area; experience with developmental or other at-risk students is desired. A minimum of two years of teaching experience preferred. Commitment to the community college philosophy, instruction of developmental students, student learning, academic advising and academic planning is essential. Excellent communication and interpersonal skills are basic to the position. Schedule will include teaching both day and evening classes; on- and off-campus classes; end committee work. Nursing Instructor, full-time, 9-month (Position F0059/C-66)

Teach lecture/clinical component of Medical-Surgical courses. Plan, supervise, coordinate and evaluate students in clinical areas.

Qualifications: Bachelor's degree in Nursing required and current RN license. MSN and/or hospital experience in medical-surgical nursing preferred.

Office Administration instructor (OAD) full-time, 9-month (Position F0054/C-67)

Administration instructor (OAD) instruction sensitive properties of campus instruction for Business, Industry, 50% Release time will be provided to coordinate off-campus instruction for Business and Industry. Government, Training, and Education Center (BIC TECH) program to area business and industries. Develop training and retraining proposals; serve as liaison to business and industry. Supervision-related Zenger Miller training for industry, office, and manufacturing personnel.

Qualifications: 10 years' related occupational experience required. Bachelor's degree in Managament or related field preferred. Specific experience or background in community college operations; working knowledge of word processing and other office administration courses such as WordPerfect and Microsoft Word. Teaching experience in word processing desirable. Excellent organization and communication skills required.

Starting Date: August 16, 1992. Salary: \$23,859-\$28,671 for all 9-month faculty positions.

Planning and Research Coordinator (Position 00059/C-68) Directs all facets of the college's planning activities. Provides leadership in updating the institu-tional master plan and other projects related to agency planning, evaluation, and institutional research. Applies diverse analytical and evaluation method; for casts future long range planning needs; defines problems and proposes alternative methods of implementation for solutions.

Qualifications: Graduation from an accredited college or university with major course work in planning, public, business or educational administration, operations research or a related field. Considerable knowledge of college organizational functions, of data collections and interviewing techniques; of statistical analysis and interpretation; of sampling methods and techniques; of data processing systems and applications; and of project management techniques. Proven leadership ability within a team environment.

Salary: Range: \$25,191 to \$38,463, commensurate with education and experience

Starting Date: August 1, 1992 or as soon thereafter as possible. Application Deadline: 4:00 p.m. Friday, June 12, 1992

Applications: All applicants must submit an official Commonwealth of Virginia application form, resume, and official transcripts referencing the position number. Applications and information may be obtained from and returned to:

Personnel Office
Petrick Henry Community College
P. O. Box 531 1
Martinsville, VA 24115-5311
Telephone: (703) 638-8777, ext. 213
FAX Number: (703) 638-8469

Patrick Henry Community College is an Affirmative Action, Equal Opportunity Employer. Applications from qualified minorities earnestly solicited. The successful applicants must furnish proof of identity and employment eligibility.

Clinical, Chiropractic, and Basic Science Instructors Needed

Send Résumé to:

tion required. Concurrent corollment in a doctoral program in Teachers College required. Proference sliven to candidates with teaching superinces in caturally diverse schools. Send supplication letter, resume and three recent letters of recommendation by June 5, 1992, to; Dr. Debbie Auders. Contex for Curriculum and Instruction, University of Nebraska-Lincoln, Lincoln, Nebraska 6538-035, Ad/EOE.

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ondary teaching field is a plus. Teaching experience in elementary achool mathematics is required. Applicants thould have potential for schools by induction and working effectively with orea public schools and educationed agacies. The position requires teaching both undergraduate and graduate classes. It is an academic year position with aummer employment quite prohabts. Salary very coopertitive, GSW is a sander codings of the University System of Occords. The institution offers teacher education programment the backetor's, mater's Georgia. The fastitution offers teacher edu-cation programs at the bashelor's, master's and specialist degree levels, and is accred-liced by the State of Georgia, NCATE and the Southern Association. The college is altumized in the picturesque victorian city of Americas, near historic Andersonville and Plains. The teacher education program is boused in the new Education Center, a state-of-the-art facility. Send letter of appli-cation or nomination, returned, ranscripts and an infinitum of three references by Juna 1, 1992 to Dr. Lynn H. Frisble, Chair, Divi-sion of Education, Georgia Southwestern College, Americus, Georgia 1709, GSW is an EG/AA educator and exployer.

an EC/AA enuctor and employer.

English: Bainbridge College, a two-year unit of the University System of Georgie, invites applications for one position at the rank of Instructor of Emplish surring September 1, 1992 (closing date May 30, 1992). Master's degree in English, Developmental Singlish or Adult Education required with a rindipum of 18 senseter hours 122 quarter bours) in, English. Teaching apparence preferably at the community college levet. Experience with word processing and computer-passisted instruction is lightly desirable. Successful candidates will display a

commitment to the teaching-learning process in the two-year college. Women and minorities are strongly encouraged to apply. To apply: mail a letter of application, a vira, unofficial transcripts for initial review, and names of three references complete with addresses and phone numbers to: Mrs. Dorothy Randall, Chairperson, Department of Developmental Studies, Bainbridge, Georgia 31717-0953. AA/EOE.

English: One or two instructors for fresh-man composition, 12 hours per semester. One year non-renewable appointments (non-ranure track) beginning August 21, 1992. M.A. in English required; prefavence given to candidate with Ph.D. or ARD and those with college teaching experience. Salary 6920,000 rlus beasts for nine-month contract. Send vita and nomes' phone numbers of three references by June 8, 1992, to Dr. Michael C. Gerlach, Acting Denn, Humanitles and Fine Arts, Mess State College, P. O. Box 2647, Grand June-tion, Colorado 81502; (30)) 248-1637. AAI EDE; new employment



### REFERENCE LIBRARIANS **New Mexico State University** TWO NEW POSITIONS

NMSU, New Mexico's land grant university, enrolls over 15,000 students in 71 undergraduate, 45 master's, and 19 ductoral degree programs. NAISU is classified as a Carnegie I research institution and is a member of the Hispanic Association of Colleges and Universities.

The University Library contains approximately 850,000 volumes and has an annual budget exceeding 4 million dollars. An \$11.5 million building program has created a new general library to house humanities and social sciences and to allow for the renuvation and continued growth of the science, technology, and business library. The Library uses OCLC, VTLS, INNOVACQ, and numerous microcomputer and other electronic applications.

NOVACL2, and numerous microcomputer and other electronic applications. The University Library is seeking two skilled and motivated librarians to develop major enhancements in library services during a period of sustained growth. Successful candidates will be individuals who share a commitment to provide outstanding library services and to develop as faculty members. A second advanced degree is desirable. Candidates should have excellent oral and written communication and interpersonal skills: a basic knowledge of Spanish is destrable. These two newly created positions are 12-month tenuestrack faculty appointments with 22 days per year annual leave and a comprehensive benefits package. All faculty must satisfy Library and University requirements for promotion and tenure.

Located along the Rio in southern New Mexico. NASCL is 40 miles north of Electrical standards.

Located along the Rio in southern New Mexico, NMSU is 40 miles north of El Paso. TX, at the southern end of the Rocky Mountains. The area enjoys abundant sunshine with moderate temperatures, yel is within easy driving distance of alpine areas that include excellent hiking, skiling, and water events.

1. Reference Librarian—Engineering Specialist (New Position

QUALIFICATIONS: An ALA-accredited MLS degree, at least two years' relevant experience, including relevance, bibliographic instruction, and/or database searching; an academic background in engineering or physical sciences; demonstrated ability to develop, deliver, and evaluate services for engineering.

RESPONSIBILITIES: Provides general reference services, including week-end and evening rotation. Develops and delivers library services and resources for the College of Engineering and related research units. Partici-pales in collection development, hibliographic instruction, and database

COMPENSATION: Salary and rank dependent on qualifications, mini-

2. Reference Librarian—Information Technology Specialist (New Position) 2. Reference Librarian—Information Technology Specialist (New Position) QUALIFICATIONS: An ALA-accredited MLS degree; demonstrated reference skills and at least two years' relevant experience including expert knowledge on a variety of software applications; knowledge of both national and local networks. Database searching experience is destrable. RESPONSIBILITIES: Provides general reference services, including weekend and evening rotation. Develops, promotes, and provides training in information technologies for reference and research in the science, technology, and business library. Also provides support for scholar's workstation software. Participates in collection development, bibliographic instruction, and database searching.
COMPENSATION: Salary and capt dependent in provides as a contract of the provides are contracted.

COMPENSATION: Salary and rank dependent upon qualifications, mini-

Applications for these positions will be reviewed beginning June 8, 1992 and continuing until the positions are filled. To apply send a letter of application specifying position for which applying; current résumé; and names, addresses, and telephone numbers of three references to:

Karen Stabler, Chair Reference Librarian Search Committee New Mexico State University Box 30006, Department 3475 Las Cruces, NM 88003

NMSU is an Affirmative Action, Equal Opportunity Employer.

Offer of employment is contingent upon verification of individual's eligibility for employment in the U.S.

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### Director: Women's Support and Resource Center

New Jersey Institute of Technology seeks experienced administrator to provide leadership for programs and activities designed to enhance and entith the university experience for women students. Reporting to the Assoc. Vice President for Academic Affeirs, the director's responsibilities include: Increasing recruitment and retention of women students and faculty; coordination of existing services and programs; development and implementation of new programs and services. Master's required; Ph.D. preferred. Min 5 yrs. experience in a similar nosition in a collage or university. similar position in a college or university

NJIT is the comprehensive technological university of New Jersey with approximately 7500 students in baccalaurate through doctoral programs in Newark College of Engineering, the School of Architecture, the College of Science and Liberal Arts, and the School of Industrial Management.

NURT does not discriminate on the basis of sex, race, color, handicap, religion, national or Send resume: Personnel Box DWC.



English: Visiting Agaistant Professor of Composition/Rhetoric. One year appointment beginning August, 1992 at University of Kentucky. Position includes teaching a graduate level history/menhods of rhetoric for new teaching assistants and unper level expesitory writing courses; three courses ner somester. Ph.D. and teaching experience required. Applicants should send letter of application, vila, letters of reference, and transcripts to David Durant, Chair, Popariment of English, University of Kentucky, Lexington, Kentucky 4096 by May 11, 1992. Wamen, minorities are encouraged to apply. AA/EOE.

English: North Central Michigan College (a community college), is seeking applicants for a full-time English Isculty position to teach composition, literature, developmental and one alternate subject, beginning August 11, 1992. Preferred qualifications are a master's in English: minimum qualifications are a bachclor's with no less than 20 hours of English, pins 20 hours to instruct in an alternate subject: Speech, Mathemat-

English: Instructor. Tidewater Community College, Virninia Beach Campus has an opening for two (2) full-time English instructors. A Master's degree with 18 sequired. A Master's of Arts degree in English is required. A Master's of Arts degree in English and terching experience in a community college is preferred. Must be able to teach developmental writing, college composition and literature. Apply with resumb by May 29, 1992, to Tidewater Community

**CENTER DIRECTOR OPENING** 

Center for Clinical Psychology Services

The Curry Programs in Clinical and School Psychology

DEPARTMENT OF HUMAN SERVICES **CURRY SCHOOL OF EDUCATION** UNIVERSITY OF VIRGINIA

The Center for Clinical Psychology Services is a comprehensive outpatient mental health facility which functions in support of the Curry Programs' American Psychological Association accredited program in clinical psychology. The Center provides service to children, adults, lamilies, and a variety of community agencies including local school systems. The staff of the Center is composed of both faculty and student clinicians.

Qualifications: Ph.D. In Clinical Psychology from an APA accredited program; licensure as a clinical psychologist; strong administrative leadership abilities and interest in organizational design; 3+ years of post-license experience involving children, adults, and families.

The appointment shall be made to the general (non-lenure track) faculty at the rank commensurate with experience. Candidates should submit a current vita and three letters of recomme

Richard R. Abidin Chair Search Committee 147 Ruffner Hall University of Virginia 405 Emmet Street Charlotteaville, VA 22903

University of Virginia is an Equal Opportunity, Affirmative Action Employer.



### **Director of Budget** LINCOLN UNIVERSITY **OF MISSOURI**

(#Code 0104)

Lincoln University of Missouri is seeking experienced applications for the position of Director of Budget. The Director of Budget reports directly to the Vice President for Business and Finance and will be responsible for proparing, monitoring, controlling, verifying, and distributing the University's budgets for all funds. The Director will consult with, and advise all internal constituent groups relative to budget matters and resource allocations and utilization; analyze and summarize budget justifications; prepare reports and analyses; supervise the staff within the unit; and serve as a liaison for the Business and Finance Office relative to the planning/budget process.

QUALIFICATIONS: A Bachelor's Degree in Accounting or Business Administration is required. Managerial experience in a Budget Office with experience in an educational setting is highly desirable. Viable candidates must have: 1) demonstrated knowledge of general accounting principles; 2) demonstrated managerial and supervisory experience; 3) proven experience in developing monitoring, and controlling budgets; 4) computer skills; and 5) good oral and written communication skills.

Salary and benefils packages are competitive The anticipated start date for this position is July 1, 1992. Screening will commence on May 29, 1992, but nominations and applications will be accepted for consideration until the position is filled. APPLICATION PROCESS: 1) Sand letter of application; 2) current resume, and 3) names and addresses of three relevences to:

Personnel Office Lincoln University 102 Young Hell Jefferson City, MO 65102-0029

Transcripts and three (3) letters of recommendation will be required of all finalists.

### **DePauw University**

Counselor/Assistant Director of Career Planning & Placement

The Counselor/Assistant Director of Career Planning and Placement is a full-time staff member in Student Affairs. The counselor will work in the Caroer Planning & Placement Office and in the Counseling Service to assist students individually and in groups with personal counseling, crisis intervention, career decision-making and job hunting skills and help students market the skills of a liberal education. Abilides strongly preferred: Counseling and crisis intervention skills, experience with substance share counseling or many counseling to the counseling of the counseling and the counseling of the c counseling, résumés, cover letters and interviewing. Must work well with students, parents, faculty, staff, employers and alumni.

Preference given to candidates with a minimum of two years' work experience. Master's degree in Student Personnel, Counseling & Guidance or related field preferred. Send résumé and credentials to Thomas Carl, Director - Career Planning & Placement, DePauw University, Greencastle, IN 46135-1776;

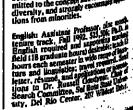
This is a 12-month position beginning July 1, 1992.

DEPAUW IS AN APPERMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

W.mcn and misority candidates are encouraged to apply.

College, District Personnel Office, State Route 135, Portsmouth, Viginia 13703, Fortsmouth, Viginia 13

English: Search extended. Jostructor/As-shiani Professor of English. Minimum qualifications: Master's Genree in field, doctorate: preferred. Applicants must be able to demonstrate evidence of or promise of successful teaching ability at the college



### DIRECTOR OF COUNSELING

Vassar seeks a director of counseling services to oversee the psychological and other counseling needs of undergraduates in a residential, liberal and academic setting. The position is available from August 1, 1992. Vassar is an independent, coeducational college of 2,250 students, of whom over 90% reside on the campus. The counseling service consists of five full- and/or part-time professional counsels. selors as well as a consulting psychiatrist and is housed in Metcalf House on the college campus.

The successful candidate will hold the PhD or equivalent degree, have significant experience with undergraduate constituencies and demonstrated administrative experience. Experience with clinical supervision, brief counseling/psychotherapy, consultation, group counseling, crisis management, ethnic populations and gender issues is desirable. He or she will also hold or be eligible for licensure in New York State. Salary is commensurate with experience and the responsibilities of the position. Qualified candidates who are women and members of ethnic minority groups are particularly encouraged to apply. Vassar College is an equal opportunity and affirmative action employer.

Send statement of interest, current vita, and three professional references by June 1, 1992 to: Colton Johnson, Acting Dean of Student Life P.O. Box 3

Vassar College Poughkeepsie, NY 12601



### Monmouth College

### West Long Branch, New Jersey Director of Physical Plant

Monatouth College, a private, comprehensive, residential luxuation of higher education is accepting applications for the position of Director of Physical Plant.

The Director of Physical Plant serves as a member of the Sear Ver President for Finance and Administration's staff. The plant todades is had ings and approximately 120 acres. The campus presently includes a variety of residential facilities, academic buildings and two buildings which are located in the National Historic Registry as Historical Landmarks. The mais saint istration building has been cited in books and other publications becaused in beauty and splendor. In addition to administrative support, 65 full-time pritions are allocated to the physical plant. With the exception of administrative personnel, the workforce is represented by external agents.

The Director is represented by external agents.

personnel, the workforce is represented by external agents.

The Director is responsible for overseeing the efficient and site opening of all facilities with respect to maintenance; repair; improvement; in thousekeeping of all facilities and grounds. The Director is also repossible to developing policy concerning all operations in conjunction with appropriate collective humanications. State agreements; State Professional Licensing Agencies and National, State, agreements; State Professional Licensing Agencies and National, State, agreements; State Professional Licensing Agencies and National, State, agreements; State Professional Licensing Agencies plus the inhating administenance of energy efficiency programs. In addition, the Director on sees preparation of the annual budget and monitors expenditures.

Candidates must have a minimum of 7 years of directly related experience. A bachelor's degree is required, a master's degree is preferred, inhibited must have excellent interpersonal, organizational and communication this.

Candidates abund forward a resume, cover letter, and three professional transferred them in the professional transferred that the professional transferred them is the professional transferred them in the professional transferred them is the professional transferred transferred transferred them is the professional transferred tr

Candidates should forward a résumé, cover letter, and three profession references by May 15, 1992 to Mrs. Patricia Swannack, Director of Hans Resources, Monmouth College, West Long Branch, New Jersey 0776.

Monmouth College is an Especial Conference of the College of the C

Monmouth College is an Equal Opportunity, Affirmative Action Employed who encourages women and minorities to apply.

communication skills. Salary range:
\$23,045-\$27,224. Candidates should submit a letter of application detailing interest in position, current resume, unofficial copy of college transcripts or a list of courses in the areas of concentration, and names, addresses, and telephane numbers or at least three professional references to: Personnel Officer, Allegany Community College, Williowbrook Road, Comberland, Maryland 21902. Raviswo of applications will best of Monday, Jone 1, 1972, and will continue until a suitable candidate in identified. An Equal. Opportunity, Affirmentive Action Employer.

PARKLAND COLLEGE

Parkland College Invites applications for the position of Director of the Child Occepment Center. Parkland is recognized as one of the premiere community colleges in the nation. The cullege is a comprehensive two-year cummunity college located in East Central Illinois. In its 25th anniversary year, it offers a full range of academic, vocational, and technical educational opportunities to over 9,400 students.

**RULLETIN BOARD: Positions available** 

In position is a new, full-time, 12-month, professional support position, available June 1, 1992. The Director will represent the Child Development Center to the community, administer the Center, provide direct supervision of the Center staff, and assure that the Center policies and procedures are consistent with the principles and practices taught in the Child Development program. The Director Interfaces with college services as they relate to the Center operations. Minimum requirements are a Master's degree in Child Development or Early Childhood Education, including course work or training in Administration. Previous child care supervisory experience is required, typerience as a director of child care and teaching at the college level is etopment or Early Chindress with discrete supervisory experience is required, in Administration. Previous child care supervisory experience is required, seience as a director of child care and teaching at the college level is erred, as well as experience with fund raising and entrepreneurial veneral.

The salary range for this position is \$23,000-\$26,000 and will be based upon experience and qualifications. Application deadline is Tuesday, May 12, 1992, at 5:00 PM.

To apply, send cover letter, résumé, names, addresses, and telephone numbers of three references and unofficial transcripts to:

Department of Human Resources/Search Committee Chair Parkland College
2400 West Bradley Avenue, Champaign, IL 61821
Applicants will be required to complete the College application form and trialists will be required to submit official transcripts. If you would like additional information, contact the Office of Human Resources at 2400 W. Bradley Avenue (A-113), Champaign, IL 61821-1899, or

Parland College is committed to equal opportunity employment and pro-motes diversity in all areas. Qualified women and minorities are encouraged

Position

Shelby State Community College Library



 Master's degree in Library Science from an ALA accredited Library School with at least six years of progressively responsible library experience in related areas

 at least two years of supervisory or management experience ability to apply knowledge of library services and material

selection to support college curriculum and community needs ability to plan, organize, implement, delegate and measure

library functions within a community college/public library knowledge of and experience in the use of general and

edalized reference sources ability to express Ideas clearly in written and oral

ability to work well with the public, supervisors and co-

ability to select, train, and evaluate qualified personnel preference for work experience in a large public library branch and/or community college library

Salary Range:

\$2,275-\$2,800 per month or compelitive and commensurate with qualifications

Deadline for Applications: May 29, 1992

or more information, interested candidates can write to: Personnel Officer

Memphis/Shelby County Public Library & Information Center Memphis, TN 38104-4025

tiglish as a foreign Language: The University of Maryland University College seeks ETL faculty for its undergraduate prossum in Irlansk and Valdivostok, Russia.

Del Rio, Texas 78840. Deadline for submission of materials is May 25, 1992. EEO/AAE.

Inglish Instructor in English. One-year application for up to two additional years depending for up to two additional years depending for up to two additional years dependently on assifistory performence. In D. preferred. ABD welcome; composition tending in municed Searce of the property of Maryland.

The preferred ABD welcome; composition training required. Sainry compensitive, tracing load—four courses of composition; 38 May 1992. Sand dossier and three ABD Sainry commendation to Professor Benatisent of Examine to Experiment of Examine to Professor Benatisent of Experiment of Examine Committee Chair, Cirivian University, Fort Worth, Taxas parkularly encourages women and minor-like the Experiment of Examine Committee Chair, Cirivian University, Fort Worth, Taxas parkularly encourages women and minor-like the Experiment of Entomology, Aubum University, Alabama, Position is tenure track, 15, 1992. Assistant Professor, tenure-track, technique and the Control of Extension Entomology, Aubum University, Alabama, Position is tenure track, 15, 1992. Assistant Professor, tenure-track, technique and the Control of Extension Entomology, Aubum University, Alabama, Position is tenure track, 16, 1992. Assistant Professor, tenure-track, technique and the Control of Extension Entomology, Aubum University, Alabama, Position is tenure track, 1992. Assistant Professor, tenure-track, tenunan factor of Extension Entomology, Aubum University, Alabama, Position is tenure track, 1992. Assistant Professor, tenure-track, 1992. Assistant Professor, 1992. Assistant Professor,

### Infant/Toddler Supervising Teacher

Responsibilities: Teach one demonstration class with 6 weeks to 30 months age group; supervise practicum students and college

Minimum qualifications

Master's degree in Early Child-hood or related field, three years' teaching experience. Salary \$25,000-\$30,000 plus benefits (12-month contract). Send letter of interest, resur

and the names and contact information for three references to: Dr. Roberta J. Ctark, Director, Berbara K. Lipman Early Childhood School and Research Institute; Memphia State University; 3771 Poplar, Memphia, TN 38152.

The Barbara K. Lipman Early Childhood School and Research Institute is a laboratory demonstra-tion school for the Memphis State University College of Education.

### Montessori Supervising Teacher

instration class of 2 - 5-yearolds: supervise practicum students and college teaching; conduct re-

Master's degree in Early Child-hood or related field. Montessori Certified, three years' teaching ex-perience. Selary \$25,000-\$30,000 plus benefits (12-month contract)

Send letter of interest, résumé send letter of interest, resume and the names and contact infor-mation for three references to: Dr. Roberta J. Clark, Director, Barbara K. Lipman Early Childhood School and Research Institute; Memphis State University; 3771 Poplar; Memphias, TN 38152.

The Barbara K. Lipman Early Childhood School and Research Institute is a laboratory demonstra-tion school for the Memphis State University College of Education.

### North Carolina State University Director of Housing and Residence Life

North Carolina State University is a national center for research, teaching, and extension in the sciences and technologies, humanities and social sciences, and a wide range of professional programs. The central campus of the University is located on 700 acres in the state's capital of Raleigh, the government and education center of North Carolina and the largest city in the culturally and economically vital Research Triangle area.

Applications and nominations are invited for the position of Director of Housing and Residence Life. The Director is a member of the staff of the Vice Chancellor for Student Affairs and reports directly to the Vice Chancellor.

**RESPONSIBILITIES:** 

Responsible for planning, managing, and directing the total operation of the Housing and Residence Life Department. The Director is responsible for the long range planning, budget management, organizational development, policy development, program development, and interdepartmental relations.

QUALIFICATIONS:

Doctorate Degree in Student Affairs, Higher Education, Business Administration or other related field is preferred. A Master's Degree in the same or related areas is required as a minimum plus ten years of progressive experience in Housing and Residence Life with at least five years of administrative experience at a significant level of authority and responsibility. A proven track record as an effective leader and manager, demonstrating good communication and analytical skills and a working knowledge of student development theory.

STARTING DATE: On or before August 1, 1992

The salary is competitive and commensurate with responsibilities.

Send letter of application and resume by May 31, 1992 to: Dr. Charles Haywood Associate Vice Chancellor for Student Affairs Raleigh, NC 27695-7316 Telephone: (919) 515-3499

ALCORN STATE UNIVERSITY

Internal Auditor

Alcom State University is seeking a highly competent internal auditor who will be responsible for conducting internal audits at the university. The successful candidate will report to the university president. The minimum quelifications for the position are a backetor's degree in accounting or business management, four years' experience in government/university accounting/auditing, and a CPA. Preference will be given to an individual with an MBA and CPA. The salary is negotiable.

Dr. Franklin D. Jackson, Chalman Search Committee for Internal Auditor Post Office Box 210 Alcorn State University Lorman, Mississippi 39096

Please send nominations, applications, or inquiries to:

North Carolina State University is an Equal Opportunity Affirmative Action Employer

# Binghamton STATE UNIVERSITY OF NEW YORK

The COMMUNITY DIRECTOR supervises 7 Resident Assistants in an apartment complex and reports to the Coordinator for Graduate & Hayes Communities. The Community Director is responsible for maintaining inventories, key records and billing reports. He/sive serves as a resource person for area student government. Responsible for the coordination of summer school/conference housing. Participate in weekend and vacation duty for the campus. Qualifications: Master's Degree in Codege Student Personnel Administration or a related field and strong administrative skills. This is a 12-month, live-in position with a salary of \$22,500.

The ASSISTANT COORDINATOR FOR STUDENT DEVELOPMENT exercises sign The ASSISTANT COORDINATOR FOR STUDENT DEVELOPMENT exercises significant autonomy between several diverse, yet releted responsibilities. Heishe works closely with the Coordinator and Feculty Master in establishing area goels and works to create area wide programs and systems to support the twing/learning philosophy through oragoing work with the Resident Directors, Resident Assistants and area student government. Close interaction with staff, students, and University faculty is important as the Assistant Coordinator serves as a resource person for area staff and students. Facilities management through threemory control, working with mathemance personnel, and implementation of damage billings comprise additional primary responsibilities of his position. Other specific responsibilities include: assisting the Coordinator of Junicial Affals in the selection, training and advising of student judicial board members, managing college/community facilities, hiting and supervising student workers, and creating various publications. Qualifications; Master's Degree in College Student Personnel Administration or a related field and strong administrative sidils. An understanding of student development theory and the arbitity to apoly those skills will be critical. In addition, ethe must have experience in a residential softmenseasure in a residential in addition, she must have experience in a residential split hose skills will be critical. In addition, she must have experience in a residential selling or other area where activities programming auditor advising it emphasized. This is a selling or other area where activities programming auditor advising it emphasized. This is a 12-month, live-out position with a takeny of \$22,500.

Interested applicants for either position should submit a letter of application, resurne, and three letters of recommendation to: S. Regina Sergent, Director for Student and Staff Development, Office of Residential Life, State University of New York at Binghamton, P. O. Box 6000, Binghamton, New York 13902-6000. Application deadline is June 1, 1992.

The State University of New York at Binghamton is strongly committed to affirmative action. Recruitment conducted without regard to race, color, sex, religion, ags, disability, martial status, sexual orientation or national origin.

Microbiology or related area with emphasis in environmental microbiology and expetience in anterobic microbiology and expetience in anterobic microbiology are required. Demonstrated teaching ability, research productivity, and skills in communicating and working effectively with attached and peera see also required. Send fetter of application with curriculum vitae, statements of teaching philosophy and research interests, documentation of experience are interests, documentation of experience in great writing and extramural funding, and three latters of reference by July

vears of experience or a bachclor's degree phus four years' experience or an associate degree glus ax years of experience in a sud manage project contracts. Education: delicities or consistentive employment presents of experience in professional, tenchines or consistentive employment presents of experience in the design and administration of research activities is preferred. Application dendling in May 22, appl in the design and administration of research in the design and administration of research mounty college serving \$,000 audrots. Adv BOE.

Executive Director-Public Health: Executive Director-Michigan Public Health Institute (MPH). The Board of Directors in the design and administration of research received by the process of the postilog of Executive Director. Michigan Public Health Institute (MPH). The Board of Directors in vites applications for the postilog of Executive Director. The Institute was inkilated in July, 1990, as a non-profit corporation with 50 kick(3) federal tax status. It is a coperative venture governed jointly by the Michigan Bate University, the University of Michigan and Wayne State University. The ordering and Wayne State University, The ordering and Wayne State University. The ordering and MPH is to Reditiate public health research through an organized program of policy development, beaming, scientific research, and service demonstration activities and foundation sponsors, the Legislature, state and federal spencies. Corporate and foundation sponsors, the Legislature, state and federal spencies, corporate and foundation sponsors, the Legislature, state and federal spencies. Advicting an experience may be substituted as a federal spencies of the local, state and/or national savets in the design and administration of research in the design and design and administration of research in the design and design and design and design and design and design and the local, state and or matter's degree in a health-related discipline. Experience and research i



Virginia Tech is seeking a highly motivated development professional to join the university development staff in the following area:

### DIRECTOR OF CORPORATE AND FOUNDATION RELATIONS

The Director is responsible for the leadership and coordination of the university's corporate and foundation relations program. Working in conjunction with various constituent development officers, the incumbent will perform activities which include but are not limited to: identification, cultivation, and solicitation of corporations and foundations in support of university priorities.

Candidates for this senior level position should demonstrate proven track records in corporate and foundation development, preferably within a university setting, ideally with significant campaign experience. The position reports to the Associate Vice President for University Development within the university's central development office.

Interested candidates should send a cover letter, résumé, and names of five references to: Dr. Archie G. Phlegar, Director of Development Administration, Virginia Tech, Blacksburg, VA 24061-0336. Review of applications will begin immediately and continue until position is filled. Women and minorities encouraged to apply.

An Equal Opportunity I Affirmative Action Institution

### **DIRECTOR OF CONFERENCES AND SPECIAL PROGRAMS**

Westbrook College is seeking a Director of Conferences and Special Programs to plan, develop, manage, market, and evaluate the non-credit programs of the College. These programs include continuing professional education, non-credit seminars and workshops for the general public, academic conferences, and summer residential programs. Position requires an individual who understants and can uphold the goals of an institution of higher education, who is highly motivated, well-organized, creative, entrepreneurial, and committed to excellence. The Director must be able to work well with a variety of constituencies. A Master's degree with relevant experience preferred.

Send a letter with résumé and the names of three professional references by June I to Dr. Ronald Morrison, Dean of the College, Westbrook College, 716 Stevens Ava., Portland, ME 04103. E.O.E.

Facilite/Business Management: Director of Planains, Facilities and Finance. We are seeking a senior administrative officer to provide leadership in the operation and planning of a sowing organization, NVIT is a comprehensive college offering post-secondary services to First Nations students and communities. We are both privately and publicly financed. Presently unlizing leased facilities, NVIT is facing major capital/gampus development. With a

and Family Studies at Cornell University invite applications for a serior sevel position as Director of the Family Life Develorment Center, with a tenured appointment in the Department of Human Development and Family Studies as Associate or full Professor, Starting date: July 1, 1993. The Family Life Development Center is a well-astabilished unt of the College, dedicated to improving the well-being of vulnerable children and their families by address. istiza leased facilities. NVIT is facing manjor capital/campus development. With a
present slaff of over sixty and budget of
three million dollars we expect a continued
flowth into of forty necreat per year. The
Director is expected to supervise the present facilities, financial operations, tund
raising and capital development. Previous
employment in post-secondary or related
public organizations with experience in
planning, building management and developments is essential. Management experence is required. A graduate degree in Busineering are preferred. An aitractive benefit
rackings accompanies a competitive salary.
NVIT is committed to employment equity.
Subjuct to full finding for fills rosition.
Submit a riskumé with any robevant project
materials by May 15, 1992 to: Personnel
Department, Nicoh Valley Institute of
Technology. Box 199, Merrit, British Coburble V6K 280; phone (604) 378-2198; fax
(604) 178-5898.

Family Studies/Human Development and Family Studies/Human Development and Family Studies, The College of Human Ecology
and Department Of Human Development
of August the view of the college of Human Development
of Competitive, depending on qualifitraining, or organizations of materials.

Salary: Competitive, depending on qualifi-



### PRAIRIE STATE COLLEGE

Prairie State College, a comprehensive community college in south suburban Chicagoland, invites applications for the following full-time administrative positions:

DIRECTOR OF INSTITUTIONAL RESEARCH AND PLANNING

DIRECTOR OF INSTITUTIONAL RESEARCH AND PLANNING
Reporting to the Executive Director of Institutional Development, the administrative position is responsible for the development and dissemination of institutional research, analytical studies and institutional planningrelated materials. Minimum qualifications: Master's degree in social science, or related field: two years' experience in microcomputers and
software packages for administrative/research applications including research design, statistical analysis, system design and data base management; graduate course work in statistical methods, research and design
methodology; and demonstrated ability to collect, report, and interpret
demographic, quantitative and archival information. Preferred qualifications: doctorate or post master's study. Salary: \$29,573-\$33,270 depending on qualifications.

COORDINATOR OF FINANCIAL AID, VETERANS' AFFAIRS AND JOB PLACEMENT

AND JOB PLACEMENT

Reporting to the Director of Campus and Student Life, the administrative position manages daily office operations, counseling students and parents, interpreting federal and state laws, directing work study program, supervising and training staff, preparing and certifying reports, processing available scholarships and providing direction for job placement. Minimum qualifications Bachelor's degree in business, public administration, social sciences or related field. Working knowledge of federal and state student aid programs and funding sources, including veterans. Excellent communication skills and computer literate with "hands on" experience. Preferred qualifications: One year's experience in microcomputers and with financial aid software. Working knowledge of job placement functions and services. Salary: \$19,164-\$23,245 depending on qualifications. Interested applicants should submit letter of interest, résumé, unofficial

Interested applicants should submit letter of interest, résumé, unofficial transcript and COMPLETED PRAIRIE STATE COLLEGE APPLICATION by Wednesday, May 27, 1992 to Office of Human Resources, PRAIRIE STATE COLLEGE, 202 South Hatsted Street, Chicago Heights, IL 004 11; (708) 709-3584(86). Prairie State College is an Equal Opportunity, Affirmative Action Employees.

\* 

### #00214 Personnel Practices Supervisor JAMES MADISON UNIVERSITY

Assistant Director, Employee Relations. Responsible for directing employee relations, benefits, and records programs for approximately 1,400 faculty and staff members. The benefits program includes health insurance, retirement, life insurance, leave accounting, annutities, and other fringo benefits. Manages the University's wage and salary program to include payroll/personnel transactions, faculty contracts, and compensation policies. Develops and monitors personnel policies and procedures, and manages performance evaluation programs and employee grievances. Responsible for staff and faculty orientation programs and supervises a staff of seven professional and clerical employees. Reports to the Director of Employee Relations and Training. Competitive candidates must possess demonstrated abilities: to plan and manage comprehensive personnel programs and activities: to supervise staff; to analyze employee relations and personnel issues and practices; and to communicate effectively verbally and in writing with employees and the general public. A commitment to equal employment objectives and the general public. A commitment to equal employment objectives and themonstrated experience in employee relations management required, lance Madison University is a comprehensive university with an enrollment of 11,001 students and 1,400 faculty and staff members, located in the Shenandhali Valley at Harrisonburg, Virginia, Salary range: \$10,105-\$45,965. For a University application, please telephone (703) 568-6144 or write. Submit application by May 29, 1992 to:

Employee Relations and Training James Madison University Harrisonburg, VA 22807

EOE/A/



### **Smithsonian Institution Libraries/** Dibner Library

1993 Resident Scholar Program

To encourage study of the history of science and technology, the Smithsonian Institution Libraries offers short-term study grants for 1-3 months to do research in the Dibner Library of the History of Science and Technology and other Ebzay collections of the Smithsonian. The program is open to historians, librarians, bibliographers, and pre- and postdoctoral students. Stipend: \$1,500/month, to be used for any related purpose, including travel to Washington, D.C. For guidelines and application forms, write to Resident Scholar Program, Smithsonian Institution Libraries, NHB24, Mail Stop 154, Washington, D.C. 20560, Program support is from the The Dibner Fund.

DEADLINE FOR PROPOSALS: November 2, 1992

cations. College and Departmental Setting:
The College of Human Ecobary has a facult
ty of 101, with 1250 pnotergraduate and 250
graduate students. The Department of Human Development and Family Studies has
a professorial faculty of 24. The graduate
program enrolls approximately 40 students
and offers Fh.D.'s in Development and professorial approximately 40 students
and offers Fh.D.'s in Development and Pamily Studies. Application deadline is
August 1, 1992 or until aniable candidates
are identified, Send résumé, sustement of
researchéadmistration/sustement of intermark F. Leazenwaper or Dr. Heary N.
Ricchiri (Co-chairs. Search Committee),
Department of Human Development and
Family Studies. Agrach Committee),
Department of Human Development and
Family Studies, Coffess of Human Ecologry, Cornell University; Ithera. New York
14853. Cornell University is an equal opportunaity, affirmative artion amplication independent contents applications from women and
minorities.

Search Reopened DIRECTOR OF HOUSING AND RESIDENCE LIFE

### West Virginia University Morgantown, WV 26506

West Virginia University invites applicants and nominations for the form of DIRECTOR OF FIGUSING AND RESIDENCE LIFE. Reporting to the Little Provises for Student Affairs, the Director is responsible of \$16,080,000 self-supporting (auxiliary) operation consisting of new science halls housing 3,500 students, four dining halls, and 380 aparters. The position includes responsibility for student and staff supersion, between the position including analytic of the position including analytic of the project, fond services, conference operations, and linearly as learning centers. Residence hall programming is recognized for its angle on student development, swill justice issues, alcohol, drug and sugawarences education, and multi-cultural training.

Qualifications: Master's Degree in Higher Education Administration 6.4-

Qualifications: Master's Degree in Higher Education Administration, 5td-1 Personnel or related field required (Doctorate preferred). A minimum diverse relevant experience required with extensive and programs/spin responsible experience in management positions related to the data supervised by this position. Demonstrated ability in financial management residence half operations and programs. Strong interpersonal skib and ability to communicate effectively, both orally and in writing are newest Women and minorities are encouraged to apply.

West Virginia University is a comprehensive state university and use of a land-grant institutions. Its approximately 20,000 students come from the land-grant institutions, and other states and 81 foreign countries. He thanks it is located in Morgantown, West Virginia, a community of approximately 15,000, with ready necess to larger metropolitan areas such as Probable Pennsylvania and Washington, D.C. Salary: Commensurate with qualifications and experience.

Position Available: October 1, 1992.

Application Process:

• Résumé and letter of application.
• Submit addresses and felephone numbers of three reference.
• Deadline: June 1, 1992.

Nominations and applications should be sent to: Gordon R. Thorn Chairperson, Search Committee 209 Elizabeth Atoore Hall West Virgenia University Morgantoven, WV 26506

WEST VIRGINIA UNIVERSITY IS AN EQUAL CHIPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

### University of Wisconsin Center Student Services **Barron County Campus**

Position: Director of Student Services.

Position: Director of Student Services.
Qualifications: A Master's degree in student personnel or related sub-required. An earned decisionte is preferred. Experience should lade 3-5 years of full-time employment in Student Services functions six college level and should beliede supervisory experience.
Responsibilities: The Director of Student Services holds a 12-web ocademic, staff appointment and reports directly to the campus dae Sheho is responsible for supervising a broad range of student service. Sheho is responsible for supervising a broad range of student service fluencial side, campading, academic advising, career service, sides activities, recruiting and admissions. Dathes also include provides the service with increal aurents institutions and the community, developing monitoring the Student Services indeed, and investigation of sedent disciplinary cases. This is a generalist's position.

Starting Date Inly 1, 1002 or as secon as possible thereafter.

Starting Date: July 1, 1992 or as soon as possible thereafter. Salary: Competitive, based on experience. The Campus: The UW Canter-Barron County, one of 13 Usienkyd Wisconsin Centers, is a freshman-sophomoru liberal arts transk in tution with an enrollment of over 500 students. The campus is located on 135 across in Rice Lake, 00 miles north of Eau Claire and 120 miles north of Eau Claire and 120 miles.

To Apply: Soud letter of interest, résumé, graduate school transcipe and three current letters of reference to:

Sandy Uchytll, Secretary Search & Screon Committe UWC-Barron County 1800 College Drive Rico Lako, Wi 54888

Application Deadiine: June 10, 1992. An alphabetical list of all nominees and applicants, without different ation, may be released following the closing date.

ed. Following an Initial two-year appointment on the university campus, the successful applicant will transfer to a tenure track within the Biochemistry Department or move to assume the scientific directorship of the Clinical Moiceular Genetics Laboratory at the Kentering Medical Center. Rank, title, and salary are negotiable. Applicants should send a curriculum vitae, a detailed description of previous work and future research plans, and the nantes of three references by June 1, 1992 to: Dr. three references by June 1, 1992 to: Dr. Michael Leffak, Chair, Clinical Molecular Conditios Search Advisory Committee, Department of Biochemistry, Wright State University, Dayton, Ohio 45435. Candidates from groups under-represented in academic science are encouraged to apply. Wright State University is an Affirmative Action, Equal Opportunity Employer.

Geology Enrry level, tenure track position in geology/environmental studies at Hardin-Simmuns University. Ph.D. and teaching/industrial experience desirable. HSU is affiliated with the Rapitst General Convention of Texas and seeks professionally competent faculty who also possess the personal, moral and religious qualities which complement its mission and spirit. Sead resume, transcripts and three references to: Dr. Charles Lane. Boy 970 HSU Station, Abilene, Texas 79698. AA/EOE.

Health/Fitness: Wright State University's College of Education is seeking noninations and applications for the nosition of Assistant Professor. Health/Fitness Programs in the Department of Health, Physical Education and Recreation. Position available on or about September 1, 1992. Major responsibilities include: (1) leadership of the faculty-staff-community fitness

program; (2) administration of physics cal assessments, interpretation of ear sults, and consultation with amyone about training programs; (3) inches as steriments to both the HPR and the fundaments of the programs; (4) consultation; and/sing in service activities that are artested in a traffic control of a professional school in enterestation of the professional school in the profession physiology or related on the property of the p opportunity, affirmative action convocations, affirmative action to the live in Wellness Services Condens and live in Wellness Services Condens to the live in Wellness Services Condens to the student access to beath services to de actudent access to beath services to de actudent access to beath services to desire promotion, beath stamps couple related area is required. Salary couple related area is required. Salary in the live Apply by May 11, 100 to 1 tomat (A. Lanc, Dean of Student Lip, trians (A. Lanc, Dean of Student Carthage

### Director of Admissions

Carthage College seeks a creative and energetic Director of Admissions to build on past successes that have increased enrollment 50% during the past four years. Reporting to the Vice President for Enrollment, the Director of Admissions will oversee a staff of eight and assist in planning and implementing recruiting strategies.

The Director must be a knowledgeable and assertive leader, able to work with financial aid, and inspire others to achieve their goals. The candidate should have a minimum of five years experience in admissions and strong written and oral communications skills. Salary and benefits are competitive.

Carthage is an independent college of arts and sciences affiliated with the Evangelical Lutheran Church in America. Located one hour from Chicago and thirty minutes from Milwaukee in the growing community of Kenosha on Lake Michigan, the College has a 145-year history of excellence in education.

Send nominations, applications, and vitae by May 15, 1992 to: Brenda A. Porter, Vice President for Enrollment, Carthage College, Kenosha, Wisconsin 53140. Search will remain open until the position is filled. AA/EEO

### DIRECTOR, EAST ASIAN LIBRARY

University of California, Berkeley

The East Asian Library is the second largest collection of research materials in East Asian languages at any university outside East Asia. The EAL and its branch, The Center for Chinese Studies Library (CCSL), provide research support for faculty and student researchers in all fields of the humanities and the social sciences, and in the professional schools which focus on East Asia.

The Director reports to the University Librarian and is responsible for all aspects of the EAL and CCS1. The Director is attentive to the benefits of coordinating collection development regionally and nationally, and oversees cooperation with institutions such as the East Asian Collection of the Hoover Institution, Stanford University, and the East Asian collections of other UC campuses. The Director will initiate the preparation of proposals for extramural funding for special projects such as retrospective conversion of the card catalog, conservation care, microfilming, and others. The Director participates in library-wide program coordination and decision-making.

The Director is responsible, with the Library Development Office, for coordinating the Friends of the East Asian Library, and all fund-raising and public relations efforts relating to the Library. It is expected that the campus will continue with its planning for an East Asian Studies Building, for which the Library will be the centerpiece. The goal of the proposed building project is to create a symbolic and intellectual focus for East Asian Studies on the Berkeley campus. The Director will play an important role in implementing any such plan

The successful candidate's career should show evidence of leadership and imagination; the capacity to work effectively in a complex academic organization; management experience; fund-ratising skills, the ability to communicate effectively in speech and writing (in English), and the ability to work cooperatively and the ability to work cooperatively an experience includes the contraction of the cooperatively contractively and the ability to work cooperatively and the ability to work cooperatively and the ability to work cooperatively an experience and the cooperatively and the ability of the cooperative and the coo with faculty and staff to develop the Library's collection and services. Academic qualifications include competence in one or more of the East Asian languages (Chinese, Japanese, Korean), graduate work in the literature, history, economics or culture of East Asia; and a Master's degree in librarianship or a Ph.D. degree in an appropriate field. A part-time academic appointment or additional administrative duties may be considered, depending on qualifications and interests of the successful candidate. Rank and salary to be considered.

Applicants should apply in writing, by July 31, 1992 including with their letter a complete statement of qualifications, a full resume of their education and relevant experience, and the names and address of three references who are knowledgeable about their qualifications. Send applications to: Janke H. Burrows, Director for Library Human Resources, 447 The Library, University of California, Berkeley, CA 91720. EOE/AA



### COLLEGE COUNSELOR

Description: Two positions (one full-time 12-month, one full-time 10-month) in the Counseling and Student Development Center. Primary responsibilities include: individual and group counseling for students; designing and implementing sindent development outreach programs; crisis intervention; residence hall consultation and staff training; supervision of mater's level internship students; involvement with ongoing research programs. Teaching opportunities may be available.

Qualifications: Master's degree in Counseling, Clinical Psychology or re-lated area required, doctorate preferred. Experience in college counseling center required. Licensed or license eligible as psychologist or mental health counselers in Masterbalance.

Starting Date: July/August 1992 The Counseling and Student Development Center: The staff consists of three full-time counselors, one full-time office services coordinator, and three half-time master's level interns. The Center occupies a comfortable two-story house just off campus.

The University: WPI, the nation's third oldest private engineering college, is a comprehensive institution offerling B.S., M.S., and Ph.D. degrees. Entollment is currently at 4,000, including 1,300 full- and part-time graduate students. WPI's educational program and academic calendar are unique and contribute to creating an academically challenging, yet supportive, educational environment. The University is located forty miles west of Boston to a scenic part of Worcester, New England's second largest city, home of eight other colleges and universities.

Application Information: Deadline for applications is May 29, 1992 Please smalletter of application, vita, three letters of recommendation, and

Director of Human Resources Worcester Polyrechnic Institute 100 Institute Road Worcester, MA 01609-2280

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

thus is a liberal arts college of 1100 atu-drus located in suburban Philadelphia. Ur-shus College is an AAVEO employer.

Ilaakh Services/Research: Paculty Position-itealis Services/Researcher, Ph.D. Ten-tor-lack position in a medical sechool De-graturant of Pamily and Communicate Media and Minorities encouraged to apply. partnen of Fumily and Community Medi-dia, Assistant or Associate Professor. In-treat a clinical outcome or opidemiologi-cal primary care health services research referred. Major responsibility is to devel-op and conduct health services research. Send curriculum vitae, career interests, and saley expectations to: Geoffrey Gold-smit, M.D., M.P.H.; Professor and Communi-ty Modelland, University of Arkanasa for Medicala Sciences; 4301 West Markham Steet, Stot #530; Listle Rock, Arkanasa 72205. History: Iowa State University. Temporary instructorship for academic year 1992-93. Department of History is seeking person to teach full sequence of U.S. history and western civilization since 1650. Applicanta must have completed requirements for candidacy for the Ph.D. Preference will be given to applicants who hold tha Ph.D. by August 1992, when the position will begin. Salary commensurate with qualifications. Send latter of application, vita, and three letters of recommendation to Professor George McJimsey, Department of History, lowa State University, Ames, Jowa 3001-1202. Application deadline: May 15. Persons who have recently applied for a positions with the department need send only a letter of application updation their credents. Womea, minorities, and members of other protected groups are ancouraged to apply. History: Assistant Professor of History opening availability of fundal. Tenure turk. Modern European History. Any nation together for the History. Any nation together for the History. Any nation, Rendessuce and Refigmation. Ability to teach Western Civilization survey course. Earned doctorate required. Application deadline June 1, 1992. Dr. Letwis House, Habory Department. Southern Consection State University, New Haven, Connection 65:15. AAMECH. Women and minoriles encouraged to apply.

### COUNSELOR/ADVISOR

### Office of Intercultural Affairs HOBART AND WILLIAM SMITH COLLEGES

The Counselor/Advisor position in the Office of intercultural Affairs assists in a myriad activities including coordinating academic components, advisement of first year students, and overseeing aspects of the Higher Education Opportunity Program (HEOP) at the Colleges. Under the direction of the Associate Dean, person will be responsible for the coordination of some student activities and extra curicular and cultural programs into the academic and campus-wide environments.

Candidates must have a Bachelor's Degree in an appropriate discipline, have strong interest in student life and sensitivity to the issues of the minority communities and must be able to work well with students, faculty and staff.

Hobert and William Smith Colleges, Geneva, New York are coordinate liberal arts colleges committed to significantly increasing the diversity of

Interested candidates should send résumé and three letters of reference

Mary Jane Haddad Office of Intercultural Affairs Coxe Hall, Room 1 Hobart and William Smith Colleges Geneva, NY 14456

The position is presently open and review of credentials will begin in Inte May. The Colleges are an Equal Opportunity Employer.



COORDINATOR FOR MINORITY AFFAIRS PROGRAM (Signal Peak Campus): Essentials: Master's degree in Counseling, Student Development, Student Personnel Services or rejated field from a regionalty accredited institution: experience in working with a culturally diverse population. Responsibilities: coordinates, plans and organizes the activities and operation of the Minority Affairs Program, Ediary: \$26,325-338,817. APPLICATION DEADLINE: May 14, 1982. Starting Details 1992.

To apply for this position, send letter of interest, résumé, list of three professional references, xerox copies of official transcripts to: Office of Human Resources, Central Arisona College, 8470 N. Overfield Road, Coolidge, AZ 8528. Candidates are responsible for any expenses incurred for interview.

ployment. Send letter of application, current vita, three letters of recommendation, and transcripts of all graduate work by May and transcripts of all graduate work by May 31, 1932 to James M. SoRelle, Chair, Search Committee, Department of History, Search Committee, Department of History, Search Committee, Penartment of History, Saylor University, Waco, Texas 76788, Baylor Indiversity, Waco, Texas 76788, Baylor is a Baptist university affiliated with the Baptist General Convention of Texas, As an Affirmative Action, Equal Empiror, and Proportionity Employer, Baylor encourages minorities, women, and persons with disabilities to apply.

History: Morningside College invites appli-

ouncer protected groups are ancouraged to apply.

History: Russis/Soviet Union, surveys of world civilization and western social/concentration. The professor of History, with statistic to teach survey courses in United States History and/or Western or World Civilization. Ph.D. required by time of em-

History: Morningside College invites applications for a tenure-track Assistant/Associate Professor position of History beginning August, 1992. Ph.D. prefurred, near Ph.D. considered. Ph.D. required for tenure, Pro-Twentieth Century American specialty preferred; to teach traditional U.S. survey, period courses, traditional Western Street Courses, traditional Western Civilization. Ability and willingness to



Colby College, a private liberal arts college of 1700 students located in central Maine, seeks applications for the following position in the Dovelopment Office which has a 15-person professional staff and works with an alumni body of over 19,000 people.

### Assistant Director of Annual Giving Parents and Senior Pledge Programs

The Assistant Director bears primary responsibility for the Parents Program, the Parents Fund Drive (including special capital fund drives for senior parents), and Colby's Senior Pledge Program. The Assistant Director may also bear responsibility for staffing the fundraising program of one quinquential returbor class, and will be involved in the management of class agent volunteers in the four most recently graduated classes.

Qualifications for this position include: a Bachwlor's degree; excellent written and oral communication skills; a high degree of organization; attentiveness to details; an ability to meet deadlines and gools; and an attentiveness to definis; an ability to meet meadures and gous, and an apitude for working effectively with volunteers of a wide range of ages. Some comparable fundralsing experience required for an appointment at the Assistant Director level (appointment of entry-level candidates at the Development Assistant level may be considered for qualified candidates without formal fundraising experience).

Interested candidates should send 2 copies of a cover letter and 2 copies of a resume, as well as 2 copies of a list with mames and telephone numbers of 3 references to: Mr. Douglas C. Terp, Director of Personnel Services, Colby College, Waterville, ME 04901. A review of applications will begin May 15, 1992 and will continue until the position is filled. Colby is an EO/AA Employer and encourages applications from

teach some Political Science helpful. Occasional teaching in evening school expected. Salary and rank commensurate with qualifications. Send application, three current letters of reference and transcripts to R. Franklin Terry, Dean of the College, Morningskie College, Sloux City, Joso 5106. All credentials should be received by June 1, 1992. For further information, call Dr. Frank Terry (712) 274-5103. An Equal Opportunity Runployer.

Horticulture: Delaware Valley College. Anslatent Professor, Vegetable/Sustainable Agriculture Specialist. Tenure track rosition available August 13, 1992. Primory responsibilities in vegetable crops sustainable agriculture. Contrae essignments include edericulture, sustainable agriculture integrated past management, borticulture techniques and botany. A Ph.D. is preferred. Field and Greenhouse production experience is designable. Sajary is commanumate with experience. Submit curriculture with experience. Submit curriculture vitao, transcripts and three letters of recommendation by June 1, 1992, to Dr. Barbara D. Musz, Chairperson. Horticulture Department. Delaware Vulicy College, 760 East Buller Avenue, Doylestown, Pennsylvania 18901. EOB/AA.

Hospitality Managements Roosevelt University, Management is experiencing an exciting expension. Front in the second of the control of the con

Hotel/Restaurant Administration; Department of Home Economics and Family Living, two nine-month, tenues track positions beginning August 1992. Faculty rank and salary consistent with experience. Duties: undergraduate teaching; curriculum development; and intern and club supervision. Hotel/Restaurant or Direttics doctoral degree required. Demonstrated competence in teaching and interest in applied research. Hosnitality management expetence desirable. Application review begins May 25, 1992. Send letter of application, current vita, including nemes, addresses and selephone numbers of three references and teaching from these references and transcripts to: Office of Academic Affairs, HEFL Search, Western Kennucky University, 1526 Russellville Road, Bowling Orsen, Kontacky 42101-3576. Women and misorilles encouraged to apply. Affirmative Action, Equal Orportunity Employer.

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### DIRECTOR OF **ALUMNI RELATIONS**

Reporting to the Vice President for Institutional Advancement, the director is responsible for: Operation of the Office of Alumni Relations, supervision of professional and elerical staff, administration of funds and maintenance of computer records. In addition, the director plans and supervises the alumni annual fund campaign including direct mail, phonathon, special gift clubs and class gifts and works closely with the Director of the Capital Campaign. of alumni programs including reunions, conferences, regional clubs and special events. Provides leadership for and serves as institutional liaison to the Montelair State College Alumni Associations frequents. sociation Executive Board and Committees.

Qualifications: Bachelor's Degree supplemented by three years of appropriate experience in the not-for-profit sector required. The successful candidate will have effective oral and written communication skills and demonstrated success as a fundraiser. Ex perience in a college or university environment is preferred.

Salary Range: \$33,419.95-\$46,782.43 Salary dependent upon

Starting Date: July 1, 1992.

Apply by: May 20, 1992.

Send letter and resume (include V mumber) to: Hollie Stephens, Institutional Advancement, Montelair State College, Box C316, V-57, Upper Montelair, NJ 07043.

### ASSISTANT DIRECTOR OF ALUMNI RELATIONS

Administer all facets of the MSC Alumni Association's mem-hership programs, including awards, grants, scholarships, home-comings, reunions, receptions, seminars and recognition events. Develop new membership, social, educational and cultivation programs and public relations medicates and architecture. programs and public relations, marketing and membership strategies. Administer the annual alumni phonathon, including recruitment, training and supervising student callers. Also input, rettieve and analyze computerized alumni data.

Broad based involvement in the entire office operation is

Qualifications: Bachelor's degree with preference to an individual with previous programming/membership experience, 2 years required, preferably in higher education. Familiarity with fundraising and computers a plus.

Salary Range: \$27,492.22-\$38,494.30 Salary dependent upon qualifications.

Starting Date: July 1, 1992. Apply by: May 20, 1992.

Send letter and resume (include V number) to: Hollie Stephens, Institutional Advancement, Montelair State College, Box C316, V-56, Upper Montelair, NJ 07043.

### An Equal Opportunity/Affirmative Action Institution MONTCLAIR STATE



### **ASSISTANT DIRECTOR** OF ADMISSIONS

Lafayette College will consider candidates for two openings for the position of Assistant Director of Admissions. The anticipated starting date will be July 1.

date will be July 1.

The College seaks individuals who will participate fully in a comprehensive admissions program involving national and international outreach, vigorous minority recruitment efforts, and selection from a large pool of very able applicants. Responsibilities include recruitment travel, interviewing, application evaluation, conducting special events, maintaining elumni contacts, and independently administering one or more of the facets of the admissions program. Resitation condidates will possess a bachelor's degree or more: appreciation for and ability to articulate the values of a small, independent, residential, undergraduate college; meturity and dependability; sincere interest in an admissions career; and a high energy level. Full-time admissions activities while an undergraduate, is desirable but not a prerequisite. Salary and benefits are competitive. Women and minorities are encouraged to apply. Résumé and names, addressos, and phone numbers of ithree references should be sent as econ as possible to Office of Admissions, Lafayette College, Easton, PA 18042-1770. Lafayette is committed to equal opportunity through affirmative action.

Hotel/Restaurant Managements University of Houston. Associate Dean for Graduate Studies and Research, Coarad N. Hifton College of Hotel and Resuarant Management. 12-month position. Duties include teaching, research and ndrainistration. Ph.D. resulted, Salary commensurate with qualifications. Search will remain onen until the position is filled. Send curriculum vitae to Dr. Joseph J. Cluch, Denn. College of Hotel and Restaurant Management, University of Houston, Houston, Texas 77204-1902. The University of Houston is a committee degul opportunity employer, affirmalitee action institution.

Human Resources/Affirmative Action: Di-rector, Human Resources/Affirmative Ac-tion Officer needed for College of the Red-woods on the beautiful Northern California Coast. \$51,396-\$62,460. Excellent benefits package. For required application materi-als contact Personnel Department, 7351 Tomphins Hill Road, Eureka, California 95501; 707-445-6850. All application mate-rials must be received by 5:00 p.m. on May 29, 1992. EOR.

Industrial Hygiene/Safety: Industrial Hygiene/Safety: Industrial Safety faculty nosilion. Responsibibiles include courses related to industrial hygiene or industrial safety and environmentally related subjects, advising, seminar development. Internshirs supervision. 3 years' broad-boxed experience in industrial hygiene-fastety: MS in Industrial hygiene or industrial anglety required and Ph.D. preferred; appropriate certification in fletic; training experience; appropriate writing and apeaking skills and the ability to work with students are injunious qualifications. Returné, names/additestes of stree reforences. Desdine: June 30, 1992. Stephen Perislas, Assistant Dean, CAMS, Perris Stote University, Big Rapids, Michigan 49307. Affirmativa Action, Equal Opportunity Employer.

Institutional Planning: A ssociate Dean for Planning and Institutional Effectiveness, Northern Virginia Community College. (Search continued; previous applicants will be notified by mail as to their status.) Responsible for the College's planning, research and reporting activities. Directs de-



### One of The Sage Colleges Director of Student Services and Residence Life

Russell Sago College seeks an experienced professional to provide leadership and administration of comprehensive residence life and housing program for 750 students.

Ing program for 790 students.

The director supervises five professional and clerical staff members and administers selected student services. Reporting to the dean of students, the director has a major role in student affairs management, including planning, policy development and student retention.

Master's degree in student development or related field and supervisory experience preferred. Excellent communication skills and ability to build effective relationships with diverse constituencies essential.

Starts: August 1, 1992.

Send cover letter, resume and the names, addresses and telephone numbers of five current references to:

Dean of Students Russell Sage College Troy, New York 12180

AA/EOE

Application deadline: May 18, 1992.

Re-Announcement of Position Vacancy DIRECTOR OF CAPITAL GIVING



### Muncie, Indiana

Plans, manages, and coordinates capital fund-raising campaigns including cultivation, solicitation, and strategy for major gift prospects; conducts surveys, studies and prepares reports for Office of University Development; recruits key volunteers for the Capital Campaign based on thorough research and screening programs. Minimum Qualifications; Bachelor's degree in business, public relations or related area; at least live years in fund-raising management, alumni administration, or public relations or a related area; handson practical experience in major donor prospect identification, cultivation and solicitation. This position is a professional, non-tenure track, continuing contract appointment. Send letter of application, résumé, and three letters of reference to:

Capital Giving Search Committee University Development Office Bail State University Muncle, IN 47306

Review of applications will begin immediately and continue until the position is filled.

Ball State University is an Equoi Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

velopment of Master Plan and Institutional Effectiveness Plan. Provides analysis of data to assist in program evaluations, enrollment projections, productivity issues, and establishing measures for institutional effectiveness. Specialist degree or equivalent (24 graduate semester hours beyond the master's) in a related field and two years teaching or related occupational experience required. Desired qualifications include: Doctorate in a related field, community college scadentic administrative experience in areas of planning, research and evaluation. Salary \$38, 115-382, 475. Refer to Position #FA441 and send risunt positions areas of plan send related to position affa441 and send risunt Resources Office, 4901 Wakefield Chappel Road, Annandale, Virginia 22003. Effective July 1, 1992. EOE/AA.

successive the control of the contro

International Education / Administration: Teachins / Administrative Opportunities Overseas; For free descriptive brochure scud solf-edurated, stamped eavelope: Friends of World Teaching, Box 1049, San Diego. California 92112-1649,

journalism: Academic Staff position beginning August 1992 through May 1994 to teach journalism courses and advise student newspaper. Course assignments will metude some of the following: Introduction to Mass Modia, News Writing, News Editing, Communication Law, Advanced Reporting, and Itistery of Journalism. Doctorate preferred. Master's required. Salary open, depending on qualifications. Applications must be received by May 15, 1992. Send lotter of application with detailed resumé and crudentials to: Dr. Virsil Palahi, Chair. Department of Communication; University of Wisconsin-Halteville: I University of Plaza; Platteville. Wisconsin-Salika. 3099; fax (608) 342-1244. An alphabetical differentiation, may be released following Interior Designs Pull-time, tenure-track position in interior design beginning half year.

Interior Designs Pull-time, tenure-track position in interior design beginning half year at Converse Constitution.

Law/Deant Nominations, applications and inquiries are sought for the position of Dean, Chase Cellege of Law, Northern Kentucky University, Costast: Caryl Yzenbaard, Chair, Dean Searth Committee, Chase College of Law, Northern Kentucky University, Highland Heights, Kentucky Holys, Northern Kontucky University is an Affirmative Action, Equal Opportunity Employer, and actively seeks the candidacy of minorities and women.

Library: Mexican American/Latin American Studies Librarian. The San Diego State University Library is section a reference University Library is section a reference Division. With over 30,000 students, the University is the largest of the 20 campuses that make up the California State University system. The Library has a total collection of one million volumes and an overall budget of \$8 million, Dutlies: Works 12-15 hours per west at the General Reference desk, jocluding some prenings and weekeeds. Responsible for developing and coordinating outreach morgams to Latino students. Provides instruction and reference

date: To ensure full consideration, applications should be received by lane 5, 502. However, the Appointment Committee will be when the Appointment Committee will be girn screening. Desired startus dast: however, and the same submit letter of sophical control with returned and menor of a less tion with returned and menor of a less tion with returned and menor of a less tion with returned to Genard D. Paisson. As sociate Umwersity Libraria for Admitted and the Committee of the C

### FLORIDA INTERNATIONAL UNIVERSITY University Registrar

Florida International University seeks applications and nomination is the position of University Registrar. FIU is a public multi-campus apprehensive university with an enrollment of 23,000 students. Located Minmi, Florida, the student body and employees represent consistent diversity within a multi-cultural, urban environment.

The Registrar reports to the Vice President whose portfolio includes a sponsibility for the North Campus, University Budget, Registation & Records, Admissions, Financial Aid and University Computing, The Resistrar supervises a staff of (wenty-seven individuals on two camputs).

Istrar supervises a staff of twenty-seven individuals on two camputes. Responsibilities include all respects of planning, organizing and manage the Registrar's Office to include: all aspects of student registration finds ing telephone registration); assist in formulating and implemening and demic policies; maintenance of student records; course scheduling classification assignments; maintenance of the course master file and publicate of the Schedule of Chasses; graduation certification; notification to vidents of their academic status and end of term grades; production, duplication, collection and processing of end of term grades; monitoring of NCAA eligibility and completion of CLAST requirement; Vetera's Maintenance of the processing and enrollment certification of all students; stadent opports by stem (advising). The Registrar is also responsible for the office budget and personnel manage.

Applicant's and nominees must have a master's degree and four years' appropriate experience or a bachelor's degree and six years of appropriate experience. Preference for candidates who demonstrate strong salls a leadership, group management, interpersonal relations and effective and written communication. Demonstrated knowledge and experience is elephone (voice response) registration, automated records systems, as effective advising support systems is desirable. An innovative individual sought who can introduce new, more effective processes relaing to the registration and records function. Sensitivity to the issues of a most lingual, multi-cultural environment is desirable.

Salary is competitive and commensurate with education and experience Send letter of application, resume and the names, addresses and telephon numbers of three references postmarked by May 26, 1992 to:

Charles L. Tinder, Chair Registrar Search Committee University Park, PC 522 Florida International University Miami, Florida 33199

Nominations must be postmarked by May 19, 1992 in order to allow affectent time for the potential nominee to meet the application deadlin. FIU is an Equal Opportunity, Equal Access, Aftirmulve Action employerad encourages applications from women and members of minority groups.

### **FARM ADVISOR**

Livestock & Natural Resource Management Contra Costa/Alameda/Santa Clara Countries

The University of California, Division of Agriculture and Natural Resource, Corperative Extension is seeking a career track academic candidate to deel op, implement, and evaluate research and research-based educational programs to address specific problems in animal science and in the managenet of grazing fund, including public range, hardwood range, watershed, and other open spaces. The Advisor's focus is broad, encompassing economic and sustainable production practices and management of natural resources and sustainable production of the primary chemicle of this program are ranchers/produces and public land managers. A minimum of a Master's degree and appropriate experience is required in animal science, range management, natural resources, or an appropriate related field. Course work in animal science and range management is required; course work in land use is desired Experience working with youth groups is desirable, as is the ability to speak a language in addition to English. Experience in university and industy a search settings is preferred. Starting sulary will be at the Assistanto Associate level depending on the qualifications and salary history of the candidate (\$42,600-\$42.800). A University of California CE application form is required. For complete position description and application package, construction, Division of Agriculture and Natural Resources, North Central Region, Davis, CA 956 [6]: 916-75-88 [6]. Position closes 6/19/92. Refer to Position 48ANC-92-89. Affirmative Action, Equal Opportunity Employer. The University of Catilornia, Division of Agriculture and Natural Resource

### COMMUNICATIONS DIRECTOR

American Foundation committed to United States-European relations seeks excellent writer/editor to direct all publications, including newsletter/journal & annual report; also to deviso/carry out public education/media strategies, Requites broad (8-10 years') experience in all aspects of publications \$45,000-\$60,000. Send résumé to The German Marshall Fund of the United States 7010 Monthers August \$1401. Belies of the United States, 7910 Woodmont Avenue, #1401, Belba-

assistance in subject specialties; serve as liaison to the departments of Mexican American Studies and Latin American Studies and Latin American Studies and Latin American Studies are proposed to the subject specialties. May assist in cataloging Syanish-language materials. Qualifications: MLS from an AL-Accredited school; other advanced degree preferred. Strong social science background, with expertise in Mexican American Studies and/or Latin American Studies. Fluency in Spanish. Strong Interpresonal and communications skills; absility to work effectively in a collegial environment. Experience with new technologies (e.g., CD-ROMs, OPACS). Preferred: Reference and collection development experience in an academic library. Desirable: Ability to develop outreach programa; cataloging knowledge or experience. Minority candidates and recent graduates are specifically invited and encouraged to apply. This is a full-time, temer-track faculty position, with mak of Senior Assistant Librarian or Associate Librarian, depending upon qualifications and oxperience. Salary range: 354,685-503.948, Reappointment, tenure, and promotion require evidence of continuing professional development. Application

Equal Opportunity, Title IX Employer.

Library: Port Lewis College seeks a help of the control o

DIRECTOR OF **AFFIRMATIVE ACTION** and

**ASSISTANT TO THE PRESIDENT** The University of Toledo invites applications and nomina-tions for the position of Director of Affirmative Action and As-

the Director of Affirmative Action and Assistant to the Presi-The Director of Affirmative Action and Assistant to the President reports directly to the President and is responsible for working with all Colleges, departments and divisions of the University to insure compliance with affirmative action and equal opportunity regulations. The Director shall encourage compliance with the spirit and law of equal employment and affirmative action. This will include reviewing and directing compliance training and programs. The Director shall also perform other duties as assigned by the President.

Professional requirements include prior knowledge and ex-perence with affirmative action policies and programs. A Ph.D. or other appropriate terminal degree and faculty exportance is preferred. Salary and fringe benefits are competitive.

The position will remain open until filled. The Search Committee will begin its review of applications on June 1, 1992. In order to assure full consideration, nominations and applications should be received before that date.

Interested persons should submit a letter indicating an internegressing persons should submit a letter indicating an inter-est in the position, a complete resume and the names, ad-dresses and telephone numbers of at least five references. Nominations and applications should be addressed to: Dr. Scott McNall, Dean of Arts & Sciences, The University of Toledo, Toledo, OH 43606.



### RESIDENT DIRECTOR

A full-time, 12-month position responsible for supervising a resident assistant and ranging in size from 3 to 10 students, promoting a safe and productive scadenic atmosphere, and manuging disciplinary cases within a value-based community. The RD is also responsible for special projects and committee work within the department of student affairs.

Resident honolog includes both traditional and apartment-style facilities (off-campus).

Requirements include a Boelicher's degree. Muster's preferred, and 1-2 years of supervisory residential life experience. Additional qualities sought tacked PC skills, excellent writing and verbal abilities, and a demonstrated commitment to private liberal arts education. Salary is in the high teens, excellent medical and education benefits, plus as spartment, Expectant start date is July 1, 1992.

Please submit a letter of application, résumé, and names of three professional references by May 15, 1992. However, résumés will be accepted until the position is filled. Minorities are urged to apply. Please address to Carol A. Caogan, Director of Human Resources, Marist College, Poughkeepsle, NY 12691.

Mariet College is an Equal Opportunity, Affirmative Action Employer. 

### County Director/Advisor **El Dorado County**

The University of California, Division of Agriculture and Natural Resources, Cooperative Extension is seeking a career track academic candidate to administrate and direct the research and educational activities of the El Dorado County Cooperative Extension Office. The successful candidate will also initiate, deskips, and conduct a research-based extension educational program in a suitable subject matter area consistent with clientiele needs in El Dorado Countomics, and/or other appropriate subject matter areas. Emphasis is placed on assure affirmative action in the development and delivery of all programs. A minimum of a Master's degree and appropriate experience is required; training minimum of a Master's degree and appropriate experience is required; training desired. Starting salary will be at the Assistant or Associate level depending on University of California Starting salary will be at the Assistant or Associate level depending on University of California CC application form is required. For complete poeition University of California CC application form is required. For complete poeition University of California Division of Agriculture and Natural Resources, North 92. Refer to Position #ANC-92-10. Affirmative Action, Equal Opportunity Employer.

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KENTUCKY UNIVERSITY

### Visiting Assistant Professor Geography Visiting Assistant Professor position available for academic year 1992-93. Sabbatical

leave replacement. Ph.D. pre-ferred, MA degree will be con-sidered. General geographer with commitment to excellence in undergraduate teaching. Areas of specialization open. Ability to teach travel and tourism is a plus. Teaching responsibilities include introduc tory geography courses. Salan commensurate with qualifica tions and experience. Send let-ter of application, curriculum vita, transcripts, and three let-ters of reference by 20 May 1992. Qualified women and minority candidates are encouraged to apply. Apply: W. J Walker, Chair, Department o Geography and Planning, Eastern Kentucky University, Richmond, KY 40475, Phone: (606) 622- 1418.

An Equal Opportunity-Affirmative Action Employer, Employment eligibility verifica-tion required, Immigration Reform and Control Act of 1986.

Salary: Competitiv

**UNIVERSITY OF NEW ORLEANS** 

Director, Office of International

Students and Scholars

Responsibilities: The Director of the Office of International Students and Scholars is responsible for the administration and development of programs and services for international students, scholars, and faculty at UNO. The Director, with other campus units, provides leadership and direction for UNO's international education activities.

OneO's international education activities.

Qualifications: Master's degree and 2-3 years of experience in international education required. Recent experience with immigration regulations, especially F. J. and H visas is expected. The successful candidate will have excellent management, leadership, and communication skills.

The University: The University of New Orleans is a large urban state university with a diverse student population. The international student body numbers approximately 360, with an additional 60 scholars, faculty, and staff.

Applications: Letters of application, a résumé, and a list of at least three references should be sent by June 1, 1992 to:

Dr. Brenton Steele Dean of Student Life

The University of New Orleans is an Affirmative Action, Equal Opportunity Employer

ASSISTANT DIRECTOR

University of Maryland

College Park Campus

Dynamic unit in College of Arts and Humanlites seeks Assistant Director (full-time, 12-month position) w' strong interpersonal, organd writing skills to assist and deputite for the Executive Director in grant getting, creative long range planning, developing and administering scholarly programs for a campus, national, and secondary school teacher outlence. Experience in grant writing and program administration necessary. Master's required; Ph.D. in relevant discipline with commitment to scholarship strongly preferred. Salary in low to mid thirties. Send letter with vita and three references by May 15th to:

Center for Rengissance and Baroque Studies/SEARCH

THE UNIVERSITY OF MARYLAND IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

smry has coordination responsibility for a sessence tervice area depending on individual qualifications. Qualific ations: A Master's degree from an ALA-accredited illustry science program or the equivalent training and experience in online dambase searching, good oral and written communication akilis, and excellent interpersonal akilis required; a bachelor's degree, or extensive course work, in an area of the sciences and a minimum of two years' experiences in a university or large rabile library are described. Salary and Benedins: The position will be filled at the rank of Librarian if or II; 523,000 minimum; competitive benefits passicase; choice of state or optional retirement plan; no state income tax. The

### Saint Peter's College

Saint Peter's College is presently seeking to fill two positions in its Student Affairs Division.

### **Assistant Director of** Yanitelli Recreational Life Center

The Individual hired will be responsible for: The administration and supervision of the intramural and Recreational Sports Program; the coordination of Athletic Department practice and game schedules that take place in the Center; assistance to the Director of the Yanitelii Recreational Life Center in the following

a) daily operation of the Center
b) Recreational i.lie Center memberships and I.D. card procedures
c) Center rentals
d) supervision of adult and student staff

A Bachelor's degree is required for the position, but a Master's degree is preferred. The degree carned need not be in a sports-related field, but the applicant must have at least two years' experience in intramural sports, recreation and/or athletic administration. Letter of interest, résume and the names, addresses and phone numbers of 3 references should be submitted to:\*\*

SALARY: \$20,000-\$25,000. AVAILABLE: July 1, 1992

Hours will require flexibility to include frequent evenings and some weekends.

### **Counseling Psychologist or Counselor**

Saint Peter's College is presently seeking a Counseling Psychologist/Counselor for a one year appointment in its Counseling Center. The duties of the position include individual and group counseling for educational, personal, social, and/or vocational development and concerns; conducting workshops instituting new programs to meet student needs; evaluating outcomes; outreacts and consulting with faculty and administration. A Master's degree in Counseling Psychology, Clinical Psychology, Cumseling or a related field is required; a Doctorate preferred. Letter of interest, resumé and the names, addresses and phone numbers of 3 references should be submitted to:\*\*

SALARY: \$25,000.

AVAILABLE: August 1, 1992.

\*\*Personnel Department Saint Peter's College, Kankin Hall, Room 19 2641 Kennedy Boulevard Jersey City, KJ 07306

CUTOFF DATE FOR ACCEPTING APPLICATIONS: MAY 29, 1992

DIRECTOR

### SCHOOL OF HOTEL, RESTAURANT AND TOURISM MANAGEMENT

Fairleigh Dickinson University, New Jersey's largest independent university, enrolling nearly 12,000 students in undergraduate and graduate degree programs, seeks a dynamic individual to lead its School of Hotel, Restaurant and Tourism Management. An academic unit of the Samuel J. Silberman College of Business Administration, the School curvature and the School curvature of the School cu rently curolls more than 200 students in B.S. and M.B.A. programs and is located just nine miles from New York City. It has active internships with the major metropolitan New York and New Jersey holes as well as with international enterprises. Through its executive advisory board, the School maintains close ties with prominent leaders in the hospital-

Qualifications: Doctoral degree in business or related field; record of scholarship in the hospitality industry; fund raising ability. Administrative experience in higher education is preferred.

The position is available July 1, 1992. Review of applications will commence on May 1, 1992 and will continue until the position is filled. Forward cover letter, curriculum vitae, and three letters of recommendation for Dean Paul Lerman, c/o Employment Office, PC-8, Fairleigh Dickinson University, 223 Montross Avenue, Rutherford, N.J. 07070.

Women and minorities are encouraged to apply. Equal Opportunity/affirmative action employer.

**FAIRLEIGH** 

DICKINSON

UNIVERSITY



### **PROGRAM ADVISOR** University of Chicago

Qualified applicants are invited to apply for this challenging and exciting full-time, twelve-month position in the Student Activities Office. Responsibilities include advising Student Government and its committees, yearbook, Black and Hisparitic student associations, Women's Union, and the Festival of the Arts. Serve as chair of the Leadership Task Force which is responsible for planning and implementing our leadership development program for gradu-ate and undergraduate students. Develop and maintain a library of leadership resources for students and staff. Update, print and distribute a student and resources for students and staff. Update, print and distribute a student activiules handbook. Serve as a member of the Student Activities Office staff and 
asist with various office programs and projects and serve on committees. 
Professional development is encouraged and supported. Master's degree in 
student personnel or related field required. Experience in advising student 
government and other student organizations essential. Armual salay range is 
\$22,000-\$24,000 plus insurance and tuition assistance. Deadline for applications is May 15, 1992. Send a letter of application, résumé and the names, 
addresses and telephone numbers of three references to: Barry Nelson, Director of Student Activities, University of Chicago, 1212 E. 59th Street, Chicago, 
IL 60637. For more information call (312) 702-9554. Women and minorities 
are encouraged to apply.

University of North Inner: A state-assisted, comprehensive, doctorate-granting institution located in the Dollar/Fort Worth metronlex. UNT, with a student excellment of over 26,000, is the fourth largest university in the state. The UNT Libraries have total collections over 1.5 million, a full-lime staff of 112, and an operating budget of over five million dollars. Application Applicants abould submit a letter of application, complete résume, and the

maries, addresses, and teleriheae numbers of three professional references to Patricia Switzer, Seurch Committee Chair, Library Administrative Office, UNT Box 5188, Denton, Texas 76203-5188. To be assured of coasideration, applications should be received before May 31, 1992; however, applications will be accepted until the position in the position of the committee of the University of North Texas is an Equal Opportunity, Africacion Employer.



in an apartment provided in the hall.

Application deadline: May 29, 1992

Kurt Piepenburg, Dean of Students

Carthage College, Kenosha, WI 53140-1994

Positions in Student Affairs

Directors with additional responsibilities in Student Affairs.

The Office of the Dean of Students at Carthage has three openings for Hall

These positions are available July 1, 1992. Responsibilities as Hall Director

Student Activities, Assistant Director of Student Activities or Assistant

Located on the shore of Lake Michigan midway between Chicago and

include the administration of a residence hall and staff supervision. In addition, each Hall Director will serve in one of the following capacities: Director of

Director of Residence Life. These are twelve month positions and require living

Qualifications: B.A./B.S. required and experience in Student Affairs preferred.

Milwaukee, Carthage offers quick urban access from the relaxed environment

twenty states and seven foreign countries. Founded in 1847, Carthage is

Send letter of application, resumé, and the names of three references to:

EOE/Women and Minorities are especially encouraged to apply.

of a small city. Predominantly Midwesterners, students come from more than

committed to its association with the Evangelical Lutheran Church in America.

### UNIVERSITY OF DENVER



### Southern California Based Admission Officer

The University of Denver seeks a well organized and energetic staff person who will assume the responsibility for a full-time resident recruitment assignment based in Southern California. A modest amount of time will also be spent in Arizona.

Qualified candidates will have at least a B.A. or B.S. degree and a minimum of three years of admission or comparable experience. A first hand knowledge of, and relationship with, schools, community colleges and counselors in Southern California is highly desirable.

The University of Denver is an independent institution which enrolls approximately 2,800 undergraduates and 3,000 graduate and professional students. With a student-faculty ratio of 13:1, and an average class size of 29 or fewer students, D.U. offers the advantages of a liberal arts college environment with the added distinctiveness of an institution with over 50 major fields of study.

Competitive candidates must establish that they have a high level of initiative, personal motivation and the ability to work independently. Strong presentation and interviewing skills are also necessary. Resumes and three letters of recommendation which attest to these skills are required by June 1, 1992. The names of those who will write in your behalf should be included on

Compensation will be competitive as will benefits and arrangement to support this new Southern California office. The anticipated starting date is August 1, 1992.

Please send resume and letters of recommendation to the Search Committee, Office of Admission, University of Denver, Mary Reed, Bldg. #107, Denver, CO 80208.

The University of Denver (Colorado Seminary) is an Equal Opportunity Institution. It is the policy of the University not to discriminate in the admission of students, in the provision of services, or in employment, on the grounds of race, religion, color, national origin, age, gender, sexual orientation, disabled, handicapped or veteran status; and to take appropriate affirmative action in connection therewith.

### **DIRECTOR OF ACADEMIC ASSISTANCE**

Westbrook College is seeking a Director of Academic Assistance to develop and manage a coherent program of academic assistance that includes assessment, tutorial assistance, and a program of workshops and seminars to improve student academic performance. The Director supervises the Coordinator of Academic Advising and the Coordinator of Adult Student Services. Master's degree or above directly relevant to the functions of assessment, developmental education, or basic instruction in writing or math, Experience preferred.

Please send a letter with résumé and the names of three professional references by June I to Dr. Ronald Morrison, Dean of the College, Westbrook College, 716 Stevens Ave., Portland, ME 04103, E.O.E.

Ubrary: Assistant Architecture Librurian, Gunnin Architectural Library, Clemson University Libraries. Major Responsibilities: under general direction of Architectural Engage and State of State

### FORT VALLEY STATE COLLEGE

Fort Valley, Georgia 31030
A UNIT OF THE UNIVERSITY SYSTEM OF GEORGIA
FOUNDED 1895

### **Director of Institutional Advancement**

QUALIFICATIONS: The successful candidate must possess the putertial to bring quality and imagination to the development of a successful
institutional advancement effort at the college. Candidates must possess
outstanding organizational and interpersonal skills, as well as effective
writing and speaking abilities; and the skills necessary for conducting
successful fund-raising efforts. The candidate must have demonstrated
successful management ability as well as successful experience in interacting with the external community and the business world. The minimum of a master's degree is preferred.

MAJOR RESPONSIBILITIES: The successful candidate reports directly
to the President and serves as a member of the administrative council.

to the President and serves as a member of the administrative council. The Director has administrative jurisdiction over the offices of Development, Alumni Affairs, College and Community Relations and the Title III Programs. The Director has the responsibility for moving each program forward in the achievement of all institutional goals as they relate to the

SALARY: Competitive, commensurate with experience and educational **EFFECTIVE DATE OF APPOINTMENT: August 1, 1992** 

APPLICATION DEADLINE: June 3, 1992 APPLICATION: Letter of application; current detailed résumé; official transcripts; and three current letters of reference should be forwarded to:

Dr. Cynthia Sellers, Chairperson Institutional Advancement Director Search Committee P. O. Box 4091 Port Valley State College Fort Valley, Georgia 31030

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Current Federal Law requires identification and eligibility verification prior to employment.
Only U.S. citizens and aliens authorized to work in the United States may be employed.

### WELLS COLLEGE REGISTRAR

POSITION: Wells College invites applications for the position of Registrar. The Registrar is responsible for supervising student records, for developing and maintaining a student data base, and for supervision of registration and scheduling processes. The Registrar will have major responsibility for institutional data collection and dissemination. The Registrar reports to the Dean of the College. This appointment begins July 1, 1992.

QUALIFICATIONS: Qualifications include at least two years' experience in QUALLIFICALIONS: Qualifications include at least two years experience in a registrar's office, a master's degree in an appropriate administrative field, and experience with main-frame student data bases. The successful candidate will have strong organizational and communication skills, flexibility, creativity in working with computer-based data, and the ability to work effectively with students, faculty, a wide range of administrators, and the public.

WELLS COLLEGE: Wells College is an independent, private liberal arts college for women located in Aurora, New York, on the east shore of Cayuga Lake. Because the college is currently developing a strategic plan that requires greatly expanded data collection and evaluation, the role of the Registrar will be key in developing data systems.

Applicants are asked to send a letter of application, a curriculum vitae, and the names, addresses, and telephone numbers of three references to Dr. Linda Rinker, Dean of the College, Wells College, Aurora, NY 13026. Screening of applications will begin May 15 and continue until the position is filled.

Wells College is an Equal Opportunity Employer and welcomes applications from women and minorities.

# 

### Assistant Director / Oracle DBA

The University of Houston-Downtown is seeking applicants for the position of Assistant Director and Oracle DBA in the Administrative Systems Department. The Assistant Director is responsible for technical software projects solutions in cluding project management, software design, program package implementation and DBA functions. The position works closely with the programming staff as well as administrative and academic end-users.

Minimum requirements: Bachelor's degree, 7 years' programming experience and 3 years' Oracle application development with Oracle tools. Must have a demonstrable fluency in the major technical aspects of Oracle—others

Preferred: DBA/Vax/VMS experience. Higher Ed and Banner Student Records System experience. Two years' or more 3GL experience such as C or Cobol. Project Leader experience.

Salary: To mid-forties, D.O.Q. Closing Date: Open until Alled PRINCIPALS ONLY. Send letter of application, résumé and letters of refer-

E. E. Halbmark, Jr. — Chair, AD/DBA Search Committee University of Houston-Downtown, One Main Street, Suite S774 Houston, Texas 77002

Facsimile: 713/221-8064 Equal Opportunity, Affirmative Action Employer

benefits package; choice of nate or optional retireament plan; no state income and retireament plan; no state income are consistent of the particular and experience. Provides vision, at state-assisted, comprehensive, docjorate-particular and experience, provides vision, at state-assisted, comprehensive, docjorate-particular and experience, provides vision, at state-assisted, comprehensive, docjorate-particular and experience, provides vision, at state-particular and experience, and coordination of all aspects of particular and experience, and coordination of all aspects of particular and experience, and the teample, or an interest of approximation of over 17 million, a full-time staff of 112, and an operating hudgest of over 18 million, a full-time staff of 112, and an operating hudgest of over 18 million, a full-time staff of 112, and an operating hudgest of over 18 million, a full-time staff of 112, and an operating hudgest of over 18 million, a full-time staff of 112, and an operating hudgest of over 18 million, a full-time staff of 112, and an operating hudgest of over 18 million, a full-time staff of 112, and an operating hudgest of over 18 million, a full-time staff of 112, and an operating hudgest of over 18 million, a full-time staff of 112, and an operating hudgest of over 18 million, a full-time staff of 112, and an operating hudgest of over 18 million, a full-time staff of 112, and an interacting and experience. Provides vision, eadership, oranizated operations, and coordination of all aspects of particular and experience. Provides vision, eadership, oranizated of appraication of all spects of appraicants of the campian. The Department, with notable teaching and experience. Provides vision, eadership, oranization and experience. Provides vision, eadership, oranization, and experience, provides of all aspects of particular and experience. Provides vision, eadership, oranizated operations, and experience. Provides vision, eadership, oranization and experience. Provides vision, eadership, oranization pr



### **DIRECTOR OF RESIDENCE LIFE Southwest Texas State University**

Southwest Texas State Liniversity invites applications and nominators for the position of Director of Residence Life. Southwest Texas is a comparable university of 22,000 students offering bachelors and masors degrees with 5,000 of these students housed in 21 residence hall. The university is located in the scenic Texas Hill Country at the headward the San Marcos River in the community of San Marcos between Austhard San Astonico.

### DUTIES AND RESPONSIBILITIES

DUTIES AND RESPONSIBILITIES

The Director of Residence Life reports to the Dean of Students and provides administrative supervision for all Residence Life facilities, personal and services. The Director is responsible for the supervision of kesident Life central office personnel, area coordinators, residence half dector, and resident assistants. As the Director of Residence Life, shefte share responsibility for supervision of food service and hall custodial operators. She/he is responsible for professional and student staff development enderechall facility operations, room assignments and reservations, endiment of hall community life through organized programs of student agaites, enhancement of academic learning environments for all halts, at training programs for professional and student staff. As Director, she's must interact on a regular basis with students and parents. She's i responsible for personnel assignments, policy review and informator, coordination with other university offices and departments, and and and long-range budgetary planning. The Director maintains an efficient department operation consistent with university policy and guidelies.

QUALIFICATIONS QUALIFICATIONS

QUALIFICATIONS

The successful candidate will have experience and knowledge in the laterange of residence life functions. A master's degree is required in student personnel, management, business administration, educational administration, or a closely related field. A minimum of five years' experience in higher education/housing/student affairs/facilities management at the director/assistant director level or above is preferred. Must possess management skills in budgeting and personnel management. Position regains the ability to work under pressure and to deal effectively with student, parents, faculty and staff, alumni, and friends of the university.

Applications APPLICATIONS

Submit a letter of application and résumé, together with a mepage statement on the candidate's philosophy of residence life to Dr. John Garrison, Dean of Students, Southwest Texas State University, 601 University Dr., San Marcos, TX 78666; Phone (512) 245-2124. Review of applications will begin june 15 and will continue until the position is filled.

SWT is an AAVEEO Employer

### DIRECTOR OF PAYROLL

The University of Connecticut seeks a Director of Payroll Respo sibilities include preparation of University payroll for submission to the State Comptroller, maintenance of time and attendance records, administration of health services insurance billings for employee groups. The successful candidate will possess exelle communication and analytical skills, as well as the capacity is motivate a large element staff. A Bachelor's degree and at least low rears' payroll supervisory experience is required. Expenence managing computerized payroll systems, preferably GENISYS, 8 desired. Knowledge of ASA computerized payroll systems abused. Competitive salary and benefits. Send letter of application, resume and names of three professional references to: Donald Ricklord, Cortroller, The University of Connecticut, 343 Mansfield Road, Son. CT 06269-2074. Screening of applications will begin immediately and continue until the position is filled. AA/EOE. (Search #2F6).



son Western History Research Center. Furmulates and Implements collection development, processing, preservation policies for departmental collections; develops and applies automated processes fur bibliographic and administrative activities. and applies automated processes for hibliographic and administrative activities. Leads in the development of programs and services to improve the quality of research, public and instructional services provided to Library users. Interprets the department's collections and programs through exhibitions and publications. Cooperates with library development and donor solicitation. The current staff includes 1.0 FTE professional, 4.5 FTE support staff, and student assistants. Qualifications include understanding of the importance of special collections to scholarship and higher education. Graduate degree in librarianship from ALA-accredicted institution or its equivalent. Minimum of five years' relevant experience in an academic or research library, including at least two years' previous professional experience in a special collections unit. Demonstrated administrative skills and increasingly responsible apprevisory experience. Excellent oral and written communications skills. Evidence of initiative, leader ship, personnel management skills, and ability to work effectively with faculty and students. ACA certification and experience in using automated technology for special collections operations and familiarity with USMARC-AMC desirable. Successful experience in grant

of faculty, and, and the mand should send letter, resume, and the maddresses and telephone ambers of the references (including current graphs). Sandra A. Vella, Academic Proposal by Sandra A. Vella, Academic Proposal by Ordinators, Shields (Liberry, University of California, Bavis, California, 1965). Shields in telephone 316-752-1131. Application in telephone 316-752



# HEAD, INFORMATION SERVICES DEPARTMENT

The Syracuse University Library seeks a creative Head of Information Services with the teadership qualities to plan, develop, manage, and evaluate services, facilities, and resources of the Information Services Department (ISD). Reports to the Associate University Librarian for Public Services. Thirteen ISD librarians (most with collection development responsibilities) and reupport staff provide reference, instructional, on-line and electronic data services in the humanities and social sciences to a campus of 21,000 students and over 900 faculty.

The ISD Head serves on the Administrative Cabinet, working closely with library administrators and other department heads on such issues as evaluating and developing electronic resources, access, resource sharing, preservation, document delivery, and collection development, and represents the Library and the University in appropriate settings.

Synouse University Library has recently Introduced a second-generation NOTIS-based integrated system, including multiple database access to periodical indexes, completed a 2.5 million dollar renovation of E.S. Bird Library (humanities and social sciences), and is developing a LAN for the Library that will include major CD ROM reference sources. An ISD team expects to contribute annotations in Section C (social sciences) to the 11th edition of the Guide to Reference Books.

Section C (secon scenarios) to a 11th extended of the Country of t Salary: \$38,000 minimum, depending upon experience and qualifications.

Send letter of application, resume, and names of three references to: Search Committee for Head, Information Services Department, Syracuse University Library, Office of Human Resources, Syracuse University, Syracuse, NY 13244. Applications received by 6/15/92 will be given first consideration. SYRACUSE UNIVERSITY IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER. The University is particularly interested in applications or nominations of women and minorities.

### WHITWORTH COLLEGE (Tivo)**Director of Development Foundations, Corporate Relations**

and Grant Writing THE POSITION: The Director of Development for Foundations, Corporate Relations and Grant Writing is responsible for the design, implementation, and follow-through of all programs and projects of the Development Office that build relations and seek support from Foundations and Corporations, Included within this is responsibility for the writing of grant proposals associated with these relationships and solicitations for support.

TO APPLY: Please submit letter of interest, Résumé/Vita, names, addresses, and telephone numbers for three references, and a one-page statement on your personal commitment to the Christian falth and to the integration of the Christian falth with liberal learning, to:

Director of Development Search Committee Office of Human Resources Whitworth College Spokane, WA 99251-0103

ACCEPTING APPLICATIONS: April 27—May 18 ANTICIPATED START DATE: June 1, 1992

Whitworth College strongly encourages women, persons of color, and persons with physical limitations to apply. Whitworth College reserves the right to extend the search proceedings beyond those dates identified in order to assemble an adequate number of qualified applicants.

Counselor/Substance Abuse

Specialist

Hartwick College seeks experienced clinician for full-time, 10-month position. Responsibilities include individual and group counseling, crisis intervention, student development programming, campus outreach, consultation. This is a generalist position with special emphasis on substance abuse counseling: assessment, education, intervention, counseling, and treatment referral. Qualifications. Master's degree in counseling, social work, or related field; Credentialed Alcohol Counselor status and experience in college setting strongly preferred. Starting date: on or before August 17, 1992. Salary competitive. Send letter of application, résumé, graduate transcripts, and these current letters of recommendation to Mark J. Britten, Director of Counseling Services, Hartwick College, Oneonta, NY 13820. Deadline is June 1, 1992 or until position is filled. Equal Opportunity Employer.

to Dr. Donald Joyce, Director of the Library, Auvila Peny State University. Box 4595, Clarksville, Tennessee 37944. Reserve of applications will begin June 1 and continue unil positions filled. An Affirmatic Action, Equal Opportunity Employer.

Library: General Reference Librarian/Copulmator for Bibliographic Instruction. Secondary Assistant Librarian ttenure-tracki, 156,668-431,368 for 12 months: 10 month option available with proportionate salary rappeals, Dulies include general reference dark service and online searching with proposition of the propositio

### Live-ın. 12-month professional posi-Nons with primary responsibility for assisting in the administration of a

complex of suite-style student residences housing 1300 students or of a complex of lownhouse-style apart ments housing 804 students. Bachelor's degree required (Master's preferred). Full-time residence hall experience preferred. These are live-in positions. Demonstrable interest in Student Development, Residential Life and University Administration Expected starting salary is \$19,000 plus furnished apartment, and full benefit package. Forward letter of application and

resume with the names of three references to Director of Audilary Services, University of Massachusetts Darr-mouth, Old Westport Road, North Dart-mouth, MA 02747. Applications will be accepted until positions are filled.

The University of Massachusetts Dartmouth is an Affirmative Action, Equal Opportunity Employer Applications from members of minority groups and women are particularly encouraged



### Area Coordinators

of Computing & Telecommunications The University of Houston-Clear Lake is seeking an Executive Director of Computing & Telecommunications. UH-CL specializes in professional & advanced academic programs for approximately 7,500 students adjacent to the NASA/Johnson Space Center in Houston. Responsibilities include directing, managing, planning, budgeting, and coordinating technology resources for administrative and academic computing with a staff of 20.
Requires a bachelor's degree in appro-

Carthage

ic computing with a staff of 20.
Requires a bachelor's degree in appropriate discipline and eight years of experience in a senior level computing management position. Piefer advanced degree in management information systems & Iem years of experience. THIS IS A SECURITY-SENSITIVE POSITION — APPLICANTS MUST PASS A CRIMINAL HISTORY CHECK. Salary range \$55,000-\$70,000. Letter of application, complete resume & 3 current references required. Closing date june 1, 1992.

**Executive Director** 

University of Houston-Clear Lake Personnel Department Reference Job 9091 2700 Bay Area Bivd. Houston, TX 77058

Equal Opportunity, Aftirmative Action Employs

### Director of Leadership and Commuter Programs

Design, advise on, and implement leadership programming. Coordinate all aspects of atlentation programming, and coordinate programming and services for a diverse commuter and non-traditional student population. Act as an advisor to the Vice President for Student Development in atleas involving student leadership and commuter experience.

Master's degree required with specialization in College Student Personnel preferred: plus skmonths to two years of pilor related work experience. Strong organizational, interpretand and communication skills Ability to exercise mature judgment and to mointain confidentiality. Willingness to contribute as a member of a team effort and to be flexible to varied work schedules. Reviewed applications will begin Friday. May 22, 1992 and continue until the position is filled

Submit letter of Inlant, resume, and three (3) letters of reletance to Elizabeth Cooper, Director of Human Resources, RMER COLLEGE, 420 South Main Street, Nashua, NH 03060.

Rivier College

### McCORMICK THEOLOGICAL SEMINARY

Associate Director for Annual Giving The Associate Director will lead McCormick's Annual Fund effort. Sho/ He will be responsible for the annual direct mail campaign, telemarketing, working with Annual Fund volunteers, and personal cultivation and solici-tation of top prospects.

As an institution of the Presbyterian Church (USA), McCormick seeks to expand its circle of friends through participation in the Annual Fund. A commitment to theological education is a requisite for the position. For more information, please call Jim Vondracek at (312) 947-6254 or send your résumé to Development Office, McCormick Theological Seminary, 5555 South Woodfawn, Chicago, IL 60637.

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### DIRECTOR OF STUDENT ACTIVITIES University of Houston-Downtown

The University of Houston-Downtown seeks an experienced and innovative indivual to serve as Director of Student Activities. The University of Houston-Downton is a four-year, open admissions institution dedicated to excellence in undergradual education. The successful candidate will direct a competensive student activities program composed of Student Organizations, the Student Government Associatio University Program Council, inframural Sports and Recreation, The Gameroon Student Lounge, Leadership Development Program, and Intercultural Programming.

ming.

Candidates must have a Master's degree and a minimum of three years of experience in Student Affairs or related field. Sixing interpersonal, organizational, written and verbal communication skills are also required. Three years of experience as a student activity advisor or director is preferred. Salary is competitive.

Candidates should send a letter of interest, a resume, and the names, addresses, and telephone numbers of three references to Dr. Richard Fadilla, Dean of Student Affairs, University of Houston-Dewnlown, One Main Street, Houston, Texas 77002. Application review will begin on May 29, 1992, and continue until the position is filled.

The University of Houston-Downtown is an Affirmative Action, Equal Opportunity Employer. Minonities are especially encouraged to apply.

responding to the secret personal reference of the secret personal personal

offers bachelor's and master's degrees and a Ph.D. degree in Humanilles. The University Library occupied the present 68,000 square (sot building in 1991 and has installed Innovative Interfaces system tincludion requisitions and serials. Control subsystems). Logicroft-based CD-ROM network of 16 databases, and loaded Expanded Academic Indax onto the Inpovative system. Some of the specific duties are; organizes and provides reference, circulation and audiovisual departments; assists the Director of the Library in his absence. Reports to the Director of the Library mills absence. Reports to the Director of the Library mills and acts as the Director of the Library mills and experience in academic library services. Salve Regata University oppoints ilbrarians as faculty or staff. Active engagement in studies for the doctorate degree is expected for faculty appointment as Inexpected for faculty appointment as in-structor. An earned doctorale degree is re-quired to be eligible for appointment as As-sistant Professor, Salary and benefits: com-petitive. Application deadline: June 20, 1992. Send fester of application, resumd, and three letters of reference to: Thomas P. Finnagan, Director of Administration, Salve Regina University, Newport, Rhode (sland 02840).

Saive Regina University, Newporf, Rhode Island 67240.

Literary, Science Reference Librarian, University of Georgia Librarias—Science Libraria, Districtional Librarias—Science Librarian is responsible for providing reference, instructional and reforms services to the prodominantly bomedical and agricultural community. Reference chiles involve assisting students, faculty and staff in making effective use of library resources, including government documents. Ongoing relationships with research faculty and student resemble those encountered in a special library. The position emphasizes the maintenance and aspansion of computerbased reference services. The Science Reference Libraria a goors to the Head of Science Reference. The Science Library, a collection largely comprised of his science

materials, is a 70,000 square foot facility with 600,000 volumes and 4,800 carrent journal subscriptions and has a staff of 13 himralians and 8 support staff. Qualifications: ALA-secredited MLS; experience with library public service computer applications of CD-R0M technology, microcomputers and telecommunications; working knowledge of basic reference sources; effective working relationships; strong interest in nondemic or special internanship desired. Benefits: Standard benefits package tachides life, health, and chability insurance and mandatory participation in the state or optional retirement system, and 21 days; annual leave, pits 12 paid hohdays. Salary minimum: \$22,000 tadjustments may be made commensurate with experience. Application Procedure: Send letter of application and the mames of three references to the total of the content of the state of the process of the state of the st

firmative Action Institution.

Library: Reference Librarian. New position added to meet growing demands of sudents and faculty at Converse College, a liberal aris college for women with graph-tate programs in education and music. Requires considerable knowledge of four service areas: reference, bibliographic lastruction, collection development, and automation, including colline and CD-ROM data base searching. Some evenings and weekends. ALA-accredited MLS required. Faculty status. Generous benefit packings includes TIAA-CREF. four weeks vacation. Salary nepotlable, depending on apprisence. Candidates should submit a letter of application, résumé, and nunes of tureo references in: Dr. Jamas G. Harrison, Jr. Converse College, 380 Equ. Main Street, Spartanburg. South Caroline/2302-2006. Coaverse College is se Equal Opportunity Employer.



Director of the Annual Fund

Beth Israel Hospital seeks a Director of the Annual Fund in

oversee the annual fundralsing efforts (individual, corposit

oversee the annual functaising efforts (individual, coporate and foundation) and also oversee the information systems area for development (data/glift entry, acknowledgements and data services). The Director is responsible for managements.

ing the operations of the annual programs including the

budget, recruitment and supervision of nine staff and donor

stewardship. The Director works closely with the trustee,

volunteers, Vice President of Development, and the

Candidates must have seven years of experience in fundraising management positions, experience with trustees and annual fund volunteers, be able to write clearly and

communicate with a variety of people; must be results of

ented; possess an understanding of team work, marketing as applied to annual funds, initiative and a track record of

successful major donor cultivation and solicitation. Skilled

at managing staff. Hospital or related experience is a plus.

Beth Israel Hospital, a 504-bed major Harvard Teaching

Hospital, offers highly competitive salaries and a Flexible Benefit Program that enables employees to choose cover

ages that best meet their needs. We also provide 34 days

of paid time-off per year, tuition reimbursement, an on-site

health promotion program and fitness center, and an on-site

An Equal Opportunity Employer M/F

Suracuse

DIRECTOR

Office of Educational Evaluation and Research

The Director will be responsible for providing leadership, educational consultation, and supporting services to faculty, administration, and students of the Health Science Center. The Director will serve those responsible for undergraduate, graduate, medical, and continuing education in the areas of evaluation, instructional design, faculty development, and research.

Doctoral degree and excellent written/oral communication skills required. Master's degree (preferably in educational testing and evaluation or related field) and 3 years' experience in educational testing and evaluation may be substituted for Doctoral degree. Experience in health-related professional school preferred. Salary commensurate with qualifications excellent benefits.

Send résumé and cover letter to Search Committee for Director, Office of Educational Evaluation and Research, co Personnel Office, SUN Health Science Center at Syracuse, 750 East Adams Street, Syracus, New York 13210. Preferred starting date is August 1, 1992. Review of résumés will begin immediately and continue until the position is filled.

SUNY-HSC IS AN AA/EEO EMPLOYER

**Beth Israel Hospital Boston** 

330 Brookline Avenue - Boston, MA 02215

State University of New York Health Science Center

child care center. Please send resumes to Mary K. Ellot, Snelling & Kolb, Inc., 17 Lee Street, Suite 6, Cambridge,

BA regulated

Hospital President to execute the annual fund activities.

He/she will also develop an annual major gifts program and be involved in soliciting prospects.

### **Director of Environmental Health & Safety**

Stanford University's Department of Environmental Health and Safety provides safety services to the entire University. The Director of Health and Safety leads a staff of 60 and develops policies, strategic plans and schedules for University wide health and

The Director reports to the Vice-President for Planning and Management and the President of the University and represents the University's health and safety programs to the University community, political jurisdictions and the general public.

Qualified candidates must have demonstrated ability to provide leadership and manage a large organization/staff. Other important factors which will be considered: experience in environmental, health salety sciences, experience with environmental regulations; experience working in an academic environment; commitment to fostering decentralized departmentbased health and salety programs and to the University's internal and external Affirmative Action Program.

Please send resume and cover letter, highlighting qualifications, to: Russ Whiteford, #J920389-VA. Stunford University, 857 Serra Street, Stanford, CA 94305-6230. EOE/AA.

### STANFORD UNIVERSITY



### Saint Mary's College NOTRE DAME · INDIANA

### DIRECTOR OF RESIDENCE LIFE AND HOUSING

Saint Mary's College, a Catholic, four-year liberal arts institution for women, is seeking a Director of Residence Life and Housing. Reports directly to the Dean of Student Affairs and is responsible for supervision of five residence halls, professional and clerical staff, substance abuse and sexual harassment programs, the development of co-curricular programs in the residence halls, and the administration of the College judicial system.

Qualifications include a Master's degree in counseling or related field plus 5 years' residence hall experience, including supervision of professional staff. Excellent writing and public speaking skills are necessary as is a commitment to women's issues and the values of a Catholic liberal arts tradition.

salary commensurate with education and experience. Excellent benefits. Starting date no later than August 1, 1992. Please send résainé and names and selephone numbers of three professional references by June 1 to:

Debra Kelly-Walsh Director of Personnel Saint Mary's College Notre Dame, IN 46556

Equal Opportunity Employer

Library: Coordinator of Technical/Automation Services to coordinate/supervise all aspects of Ebrary automotion fliatson with computer center), catelogias, ecquisitions, and serials for academic library with over 165.000 volumes. Qualifications required: ALA-accredited MI.S: minimum of three years' academic library on perione in technical services; expertence with computer-based systems; knowledge of current library-manicum actions and serials procedures. \$1320/monit antimum stalary. Application dending minimum stalary dending minimum stalary application dendin

ences to Employee Relations, Missouri Wostern State College, 4522 Downs Drive, Saint Joseph, Missouri 64507. As Equit Engaloyment/Educational Opportunity Institution.

The Corps Washington University, University, 1979 ton, DC 20052, GWU is an Ergal Opportunity, Affirmative Action Employer.

Ulbrary: Head. Collections Management Sorvices Department, Golman Library, The George Washington University. Approintment salary minimum: \$35,000 (negoniable, based on qualifications and experience). Responsibilities: provides leadership for department responsible for cashing of all formats, maintenance of NOTIS database, preservation and binding, and stacks maintenance of bibliographic, authority, and from data for NOTIS system. Provides accurate reports of all departmental activities; represents departmental activities; repres

### UNIVERSITY OF FLORIDA College of Law ASSOCIATE DIRECTOR FOR DEVELOPMENT AND ALUMNI AFFAIRS

The University of Florida and its College of Law are seeking applica-tions and nominations for the position of Associate Director for Devel-opment and Alumni Affairs.

The College of Law enrolls 1,200 law students annually and has over 12,000 alumni. The College, having completed a successful Capital Campaign raising over \$12 million, is seeking an individual who has a bachelor's degree, annual fund background, some major gift fund raising experience, good verbal and written communication skills, writing ability, and a willingness to travel.

The successful candidate will join an enthusiastic and aggressive development staff of thirty professionals at the University of Florida and be primarily responsible for annual fund solicitations, a class representative and reunion program, and secondary responsibility in major gift solicitation. He/she will report to the Assistant Dean for Development and work closely with the Dean of the College of Law. Letters of application, to include a résumé and three references, should be malled to:

Ms. Sara Brazda Chairperson, Search Committee Gator Boosters, Inc. Post Office Box 15796 Gainesville, Ptorida 32604

Applications will be received until the position is filled. Review of appli-cations will begin on May 13, 1992.

The University of Florida is an Affirmative Action, Equal Opportunity Employer.

DIRECTOR OF ORIENTATION. ASSISTANT DIRECTOR OF ADMISSIONS



Muncie, Indiana

Energetic individual with strong written and oral communication skills and organizational talent sought to administer orientation programs for the University, including a 23 session summer orientation program for 3,100 new freshmen. The individual will also assist in planning, organizing and implementing the admissions activities for the University. Bachelor's degree and at least three years' experience in Admissions, Orientation or a related area is required. Previous experience in Orientation and a Master's Degree are strongly preferred. Send letter of application, résumé, three letters of recommendation, and college transcript to:

Ruth Vedvik
Director of Admissions
Ball State University
Muncie, IN 47306

Salary range \$25,000-\$30,000. Preferred starting date, August 1, 1992. Review of applications will begin immediately and continue until the position is filled.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.



SYRACUSE UNIVERSITY **COLLEGE OF NURSING NLN Accredited Programs Graduate Recruiter** 

Syracuse University College of Nursing has an opening for the position of Graduate Recruiter. Responsibilities include design and implementation of the College of Nursing Graduate Recruitment activities. Qualifications include a Master's Degree in Nursing: excellent communication and public relations skills, organizational ability and creativity; the ability to work effectively with the University Graduate Admissions Office, Extended Campus and University College.

Application deadline is May 27, 1992. Please send cover letter and current résume to: Office of Human Resources, SYRACUSE UNIVER-BITY, Skytop Office Bidg., Syracuse, NY 13244-5300.

An Equal Opportunity, Affirmative Action Employer.

Equal Opportunity Employer.

Library: Head Librarian at Mathematical Reviews, the office of the reviewing lormal gubdished by the American Mathematical Sociaty, Responsibilities; to manage the group of professional librarians and fibrary assistants responsible for the accutation and capacitation of all books and journal articles of mathematical Processor for the comprehensive database from which the journals Current Mathematical Publications and Mathematical Reviews, Mathred Online and Head of the CD-ROM, Mathred Disc, are produced. Qualifications: MLS; at least 3 years of library experience; at least 3 years of interpreparence at least 3 years of interpreparence; according to managerial experience; at least 3 years of library experience; at least 3 years of library experience; at least 3 years of library experience; according to the produced with computers and theory in a least one foreign language; substantial appriace with computers and with bibliographic databases. Sealary commensurate with experience, according to the produced of the

29, 1992 will be assured of consideration.

Librarya Head, Catalog Management—
Northwesters University Library. The
Catalog Management Section of the Catalog Department supports bibliographic contrius and database building activities of
Northwesters University Library and its
MOTHS participants. Functions include:
management of the online catalog and nuthority file; update and modification of bibliographic and authorities data; management of circulation item record data; retrospective conversion; update of holdings
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and addition. The Section consists of 1.5

fibrarians, 6 support staff, and a large number of hourly staff, cultifications: Master's
school program, working knowledge of two
or more modern foreign languages, preferabily including German and a Romance lanspage, Minimum of three years' profesational experience in cataloging and/or
catalogia management, including significant
experience in original cataloging and/or

erepces to: Detrice Bankhead, Assistant University Librarian-Personaet, University of California, Santa Barbara, California 93106, UCSB is an Affirmative Action, Bqual Opportunity Employer.

Editor, Mathematical Reviews, 416 Fourth Street, P. O. Box 8604, Ann Arbor, Michigan 193106, UCSB is an Affirmative Action, Bqual Opportunity Employer.

thority control performed in an automated environment. Demonstrated organizations and environment. Demonstrated organizations and environment. Demonstrated organizations and environment. Demonstrated organizations and environment. State of the references to Judy Lowman, Personnel Librarian, Northwestern University Library. Evanston, Illinois 60208-2300, An EEO/AA Employer. Employment eligibility verification required upon hire.

Library: Assistant Director of Library, #2-050, The University of North Dakota is seeking an assistant director for the Library of the Health Sciences, Participates in the overall administration of the library, with primary responsibility for day-to-day operations. Supervises and coordinates the activities of both technical and public services. Evaluates performences of the references for Persons. Library: Assistant Director of Library, #2-030. The University of North Dakota is seeking an assistant director for the Library of the Health Sciences, Participates in the overall administration of the library, with primary responsibility for day-to-day operations. Supervises and coordinates the activities of both technical and public sorvices. Evaluates performance of library staff and makes recommendations to the director concerning hiring and termination of personnel. Develops, implements, and interprets policies, operating systems and recedures to library staff, and to library users. Plans, assigns, coordinates and allocates and staff to complete major projects, determine work priorities, and review work progress and results, Monitors departmentagoals, comoles statistics and makes reports. Participates in planning and in budget properss and results, Monitors departmentagoals, comoles statistics and makes reports. Participates in planning and in budget propersion, development, including malerials selection development, including malerials selection and expenditures for the collection. Qualifications: Al.Asceredited M.S. and aminimum of seven years professional experience with increasing responsibility, at least three of which must be in a supervisor y and administrative capacity, including management, feadership, and planning. Demonstrated featibility and ability to headle varied reaponsibilities and assignments simultaneously. Demonstrated ability to work and communicate effectively, both orally and in writing. Preferred; at least three years experience in shacedemic or a library work and communicate effectively, both orally and in writing. Preferred; at least three years experience in shacedemic or a

professional school excellent benefits.

Opportunity, Affirmative Actor

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### BULLETIN BOARD: Positions available

### DIRECTOR OF PUBLICATIONS

THE GRADUATE SCHOOL OF BUSINESS OF COLUMBIA UNIVERSITY IS looking for a Director of Publications, to manage and oversee all of the creative and business aspects of the planning, writing, and production of all of the School's publications, which include the Annual Report, the Alumni Magazine, Hermes, The Faculty R & D Magazine, and The Faculty Directory.

THE DIRECTOR WILL ALSO BE MANAGING EDITOR AND RESPONSIBLE FOR:

- editing and producing marketing-oriented programs and annual
- the hiring of illustrators, photographers, writers, copy editors, typographers, designers, layout people, printers, and mailing center
- working closely with the faculty, developing ideas for articles about current research, and translating complex scholarly material for a general readership, and
- attending and writing about events, speakers, and seminars, and working with prominent alumni and the Board of Overseers.

THE SUCCESSFUL CANDIDATE WILL HAVE:

■ a B.A. degree, ■ 4 to 6 years of professional experience in all areas of publications, production, and related areas.

strong management and budgetary skills,

 excellent interpersonal communication and diplomacy skills, and a high level of demonstrated initiative, creativity, and decisiveness.

Please send resume to Employment Office, Columbia University, 209 Dodge Hall, Box 0039,116th Street and Broadway, New York, NY 10027. We take affirmative action toward equal opportunity.

### **PROGRAM ADMINISTRATOR**

Educational Testing Service, the nation's leading educational research and measurement organization seeks an experienced and qualified Program Administrator for diversified responsibilities related to the Graduate Record Examinations (GRE) Program.

The successful candidate will assume primary responsibility for the planning and development of the current GRE General Test. This will include managing the planning and research efforts for possible changes in the General Test, coordinating the development of computer adaptive formats, overseeing the activities of the Technical Advisory committee, and participating in the planning of new GRE testing initiatives. In addition the position will require reporting to the GRE Board on all General Test revisions, managing the publication of an annual General Test Data Summary Report and coordinating the development of four GRE Subject Tests.

The qualified applicant must possess a Master's degree (Doctoral degree highly desirable) or the equivalent combination of education and experience plus 6 years exposure to administration, financial management, educational measurement systems and research, that includes at least 4 years administrative and professional leadership experience. An in depth knowledge of test development, educational measurement, statistical analysis and research sufficient to effectively administer this program is essential. An understanding of computer-based and computer-adaptive testing methodologies is desirable. Strong communications and interpersonal skills must augment proven organizational and management ability

ETS offers a stimulating environment for growth and achievement, plus outstanding benefits and salary commensurate with experience. For confidential consideration, please send your resume and salary requirements to: MS. SANDY DEANGELO.

**EDUCATIONAL** TESTING SERVICE Rosedale Road, Princeton, NJ 08541



Equal Opportunity Employer
Women And Minorities Are Encouraged To Apply

### **CAMPAIGN DIRECTOR**

# This young, dynamic and rapidly growing institution, locused in the medical and health sciences, is planning its first comprehensive capital campaign, with a projected goal of \$12,000,000. UNE operates on an annual budget of over \$20,000,000 and enrolls 1,400 students budget of over \$20,000,000 and enrolls 1,400 students in essociate, baccalaureate, maeter's and medicel degree programs. Campaign counsel in atready in place and leadership recruitment is underway. UNE seeks a person with proven campaign experience who will report to the Vice President for University Relations, and oin with its President, Trustees and University Relations professionals in final campaign planning, and implementation. Please share résumé, availability and saiery requirements, in confidence with:

Michael D. Miles
Director of Human Resources
University of New England
11 Hill Beach Road
Biddeford, ME 04005



# The University of New England

### RESIDENCE HALL DIRECTOR

Vernont Technical College seeks an energetic individual to manage and administer a residence housing 140 students. Responsibilities include interpretation and communication of college policies, supervision/training of student staff, coordination of residential programming efforts, disciplinary and personal counseling, liatson with other campus offices. The successful candidate will have good communication skills, be self-motivated and be willing to share in the general coordination of the residential program.

Bachelor's degree and residential life experience desirable. Salary is \$9,975 and we have a comprehensive benefit package which includes a furnished apartment and full meal plan when college is in session. Résumé and names of three references must be received by May 13, 1992. Send to:

Theodore Stokes
Dean of Administration
Vermont Technical College
Randolph Center, VT 05061 EOE

Lvis, Chair, Engineering Reference Libraria Unices Search Committees, R. M. Consellations, Committe cas, sooth Carolina 26634-1001. AAECO.

Library Catalog Librarian. Candidates and have American Library Association terreduct MLS degree. Experience: cabalog librarian is academic settings, knowledge of Locasification, OCLC cataloging posteriors and on-line public access catalogy and the cataloging strings. Planting-problem-solving akills, co-persive attinde. Responsibilities: man-samps some library naturellog cataloging activities, scaling some library naturellog cataloging scaling some library naturellog cataloging activities, assistant students as needed. Salary commonourse with qualifications. Arplications accepted and publications. Arplication problems: of the cataloging position liked. Send letter of application and upmerigits to: Personnel Office, like and library and position and upmerigits to: Personnel Office, like and library and position and upmerigits to: Personnel Office, like and library and positions and processing the community. College. 1801-1879. AAEOC. icitesville, Virginia 22902.

Library/Learning Resources: Campus Director of Library/Learning Resources. Master's degree in Library Science and/or educational media and a minimum of three years' administrative experience in a college library/learning resources center which included budget responsibility, personnel supervision, and work with electronic data bases and automation systems. Must potsess strong interpersonal communication and leadership skills with demonstrated ability to work cooperatively in purnership with agencies and groups outside the college. Salary range: \$30,009. \$45,000. Resumés must be received by July 23, 1992 at Broward Community College, Human Resources. Department, 225 East Las Chas Boulevard, Ft. Laudendale, Fiorida 30,301 or call 1500-367-5835 for an official application. Equal Access, Equal Opportunity Institution. Sul-197. AA/BOE.

She in line of Fexule Information Central Registers of Line Interest of Fexule Technology in set months of Fexule Technology in set months of Fexule Technology in set months with experience in Library and Resources Department, 225 East Human Resources Pepartment, 225 East Human Resources Feynman Resources Department, 225 East Human Resources Feynman Resources Feynman

réaumé, references, and salary expecta-tions to Diane Cobb, P. O. Box 391, Char-lottesville, Virginia 22902.

# University of Pittsburgh

### DIRECTOR OF DEVELOPMENT

### School of Engineering

The Director of Development, School of Engineering, reports to the Executive Director of Development and works closely with the Dean of the School. Responsibilities include the development and implementation of tund-realing strategies for the School, direct cultivation and solicitation of prospects (Individual, corporation, and ioundation), and supervision of development staff in the School of Engineering.

Bachelor's degree required; graduale or professional degree preferred. Five to seven years' progressively responsible experience in fund raising, including major gifts and campaign experience, preferably in higher education. Salary competitive and commensurate with experience. Attractive benefits package includes tuition raduction for self, spouse, and dependent children. Send resume and letter of interest by May 27, 1992 to:

Director of Administrative Services Office of Development 500 Craig Hall University of Pittsburgh Pittsburgh, PA 15260

Previous applicants need not re-apply. The University of Pittaburgh is an Affirmative Action, Equal Opportunity Employer, AA/EOE.

### DIRECTOR OF COLVARD STUDENT UNION

# Mississippi State University

Qualifications: Master's degree in student personnel or related field with three to five years' experience working with college students. Experience in university union setting preferred. Responsibilities: Total management of the University Union including but not limited to supervising business functions, purchasing, budget, personnel, advising campus activities board, and space as-

Appointment: 12-month, salary competitive. Send letter of application, resume, and three letters of reference to: Coordinator of Student Union Search Committee Post Office Drawer DS Mississippi State, MS 39762

Deadline for application is June 8, 1992,

MSU is an AA/EO employer.

puters, automated systems, and information retrievel, teaching at various locations required. Foskion is non-teaurs track with initial three year appolement. ALA accredited MLS, sensitivity to a multicultural population, five years' experience with automation/microcomputers, teaching at anticultural population, five years' experience with automation/microcomputers, teaching at anticultural population are required. Fo.D. in Library Science or related field is aironary preferred. Appointment at anticipatry commensurate with qualifications. Send curricultural vitue and names of three references by June 15, 1992 to: Dr. James S. Healey, Director, Division of Library and information science, with 668, San Jose State University, San Jose, Catifornie 95192-0029, SISU is an Equal Opportunity, Affirmative Action, Trile IX employer.

Marketing: Purque University Cabuset is seeking full time, tenure track faculty for feel 1992 in the area of marketing. To be considered for this position, the candidate must possess a decaying in marketing or in business with a major in murketing. An ABD in the final stages of discertation might be considered. The individual in this position will teach a selection of marketing.

DIRECTOR OF **ALUMNI CONSTITUENT PROGRAMS** 



Muncie, Indiana

Plans, directs, and coordinates a varied and innovative program of activities and services to the constituents of the Office of Alumni Programs; serves as an advisor to Student Alumni Relations Team (SIART); serves as liaison for all Ball State University reunions of Ball State alumni; assists with programs for student-alumni relations; assists in all activities and programs of the Office of Alumni Programs; serves as coordinator for alumni professional societies as assigned. Minimum Qualifications: Bachelor's degree or an equivalent combination of education and experience from which comparable knowledge and abilities can be acquired; strong written and oral communication addis and creativity are essential; ability to function cooperatively with a wide variety of individuals (staff and volunteers); excellent public relations abilities. Preferred Qualifications: Bachelor's degree from Ball State University; administrative experience. Salary in the high 20's. Send letter of application and résumé to:

1 resume to:
Edwin D. Shipley
Executive Director of Alumni Programs
Ball State University
Muncle, IN 47306

Review of applications will begin immediately and continue until the position is filled. Ball State University is an Equal Opportunity. Affirmative Action Employer and is strongly and actively committed to diversity within its community.

CORNELL BIOTECHNOLOGY, SENIOR EXTENSION ASSOCIATE—DIRECTOR TECHNOLOGY TRANSFER AND ECONOMIC DEVELOPMENT PROGRAM. Interface between the biotechnology industry (especially small firms) in New York State, research scientists and engineers on campus, and related economic development programs. Master's degree (Ph.D. preferred) in biological or engineering science; eight years of relevant business or manufacturing experience. Salary, commensurate with qualifications. Send lefter of intent, resume and transcript(s) by May 21, 1992 to: Box 26, Kennedy Hall, Cornell University, Ithacs, NY 14853. EOE.



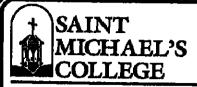
courses with some emphasis on business-to-business mayeting. Sand letter of appli-cation with a detailed résumé and a list of three references to: Dr. Felliksas Polubins-tas, Head, Management Department, Pur-Banner Elk, North Carolina 2860; fax

Marketing: Troy State University. Troy, Alabama, Sorreli College of Budgess announces a tenure-track position in Marketing beginning September 1, 1992. Ph.D. in marketing or ABD in marketing, Troy State University is located 40 miles south of Montsomery. Alabama, with 4,000 students enrolled. Caulidates should gard a letter of angelection and vist to Office of Personnel Services, Troy State University, Troy, Alabama Moli2. Position will be open until June 1, 1992, or until a successful candidate is controyed. Troy State is an Alfirmative Action, Equal Opportunity Imployer and encourages applications from women, blacks, and other minorities.

Mathematica: Professor of Mathematics; teach various mathematics courses and help develop a mathematics/math education major. Applicants must have a doctorate (Ph.D. or Ed.D.) in Mathematics or Mathematics Education and other have or be able to attain teacher, certification through the State of North Carolina in the 19-12 mathematics. Application deadline is 29-13 mathematics. Application of Colleges and Schools. Brodinent is approximately 400 students. Apply to: Dr. C. Larry Wilson, Montreat-Anderson College, P. O. Box 1267, Montreat, North Carolina 28757. Résumé, transcripts and three letters of reference required, Montreat-Anderson College is en equal opportunity cumployer.

Mathematics: Refer to box advertisement for Armatrong State College Department Head, Developmental Studies, at beginning of Bulletin Board listings.





### **GRADUATE RESIDENT DIRECTOR** SAINT MICHAEL'S COLLEGE

Applications are invited for live-in position of Graduate Resident Director. Individual selected will be responsible for a residence hall staff of 4-7, and the total operation of a living area housing 200-350 students including student development, in both upperclass and Freshmen halls, programming, judicial and administrative functions. The position requires an ability to relate effectively with students and the entire College community. We offer salary, apartment and one half board. Opportunities for graduate study are available at Saint Michael's and the University of Vennont. Bachelor's degree required; leadership experience in a residence hall setting highly desirable. Send resume and three letters of reference to Lou DiMasi, Director of Residence Life, Saint Michael's Cotlege, Winooski Park, Colchester, VT 05439.

Saint Michael's College is An Equal Opportunity/Affirmative Action Employer



### DIRECTOR

### INDIANA UNIVERSITY CENTER ON PHILANTHROPY

Indiana University-Purdue University at Indianapolis (IUPUI) seeks a Director for the ILI Center on Philanthropy to replace current Director Robert Payton who plans to retire from administrative duties upon completion of a tive-year term ending June 30, 1993.

The Center on Philanthropy is a comprehensive, academic, research and public service unit located within the IU School of Liberal Arts at IUPUI. The mission of the Center includes teaching, research, and public service, with special emphasis on the ethics and values of the philanthropic tradition and on practices of fund raising, giving, and voluntary service. The Director is the chief executive officer of the Center and is responsible for developing and implementing a broad range of interdisciplinary activities throughout the Indiana University system and in couperation with other colleges, universities, professional organizations, and scholarly associations.

Candidates should have appropriate academic activities and

Candidates should have appropriate academic credentials and experience relevant to the intellectual work of the Center and administrative credentials and experience relevant to the development of the Center.

The committee will begin reviewing materials on September 1, 1992. Nominations and applications will be accepted until the position is filled. Nominations and applications should be directed to:

Oean Norman Lefstein
Committee for Director of the IU Center on Philanthropy
IU School of Law-Indianapolis
735 West New York Street

Indiana University is an equal opportunity employer and actively seeks appli-cations from all qualified persons, whatever their sex, race, religion, national origin, age, or handicap.

### University of Arkansas AT MONTICELLO Resident Director/Counselor

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The University of Arkansas at Monticello seeks applicants for a Resident Director/Counselor. The Resident Director is responsible for the comprehensive management of the residence lite program in a hall of 125-300 students. Responsibilities include selection, iraining and supervision of staff, advising hall government, programming, counseling, and administrative/facilities management. The Resident Director also works half-time in one other area of student services.

Qualifications: Master's degree in student personnel, counseling, a selated field or prior residence life experience preferred.

Remuneration: \$16,000-\$18,500 plus apartment and meal plan. Submil letter of application, résumé, and names, addresses, and telephone numbers of references to: Melissa D. Crews. Director of Residence Life. UAM. Box 3686. Monticello. AR 71855. Position will remain open until filled. First consideration of applications will begin May 15, 1882.

An Aa/reo employer

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Mathematics: Assistant Professor, nice month, tenure track, Pall 1992, \$25,506; 18 July 199

Mathematics: Instructor, Tidewater Com-gustify College, Virginia Beach Canpus thes openings for two one-year temporary Mathemmics instructors. A Master's de-gree with 18 semester hours in the field of Mathemmics is required, Community Col-materials is May 25, 1992. REOASIAN of

Mathematics is required. Community College teaching experience is preferred. The skills and ability to leach all levels of the first two years of college math along with the skills to teach statistics and developmental math are preferred. Apply with resume by May 29, 1992 to: Tidewater Community College, District Personnel Office, Slate Route 135, Portsmouth, Virginia 23703. Postmouth, Virginia 23703. Postmouth, Virginia 23703. Postmouth dates are not acceptable. AA/EOIL

Mathematics: Full-time teaching position in mathematics: Pull-time teaching position in mathematics: Pull-time teaching position in mathematics to begin August, 1992. Earned doctorule required. Rapk and salary commensurate with experience. Application and three letters of reference to Floyd Faller, Chair, Division of Mathematical Selences and Business Administration, Leas-McRae College, P. O. Box 128, Banner Bilk, North Carolina 28604; fax (704) 898-8711. EOE.

Mathematics: Assistant Professor, nine month, teaure track, Fall 1992, \$25,506; \$3.0. in Mathematics: genuired and supplied and supplied and supplied and proportionally Employer.

### Minority Affairs College of Engineering

UIC The University of Illinois at Chicago

administration of staff, development and implementation of recruitment and retention trategles, industrial relations and program avaluation. Graduate degree plus minimum lhree years' experience in student ersonnel of minimum two years xperience in administration required. xoerlence working with African-American, atino, and Native American students is highly destrable.

The preferred starting date is Fall 1992. Review of applications begins June 15. Forward materials to:

Chair, Search Committee for Director of Minority Affairs
College of Engineering (M/C 159) The University of Elinois at Chicago Box 4348 Chicago, Winols 60680

The University of Finals is an Affirmative Action Equi

# Qualifications: BA, graduate training preferred. A minimum of five years in fundraising or related field, experience with major gifts efforts, and exposure to corporate and foundation fundraising required. Excellent verbal/written communications, interpersonal and management skills required. Commitment to and understanding of education field. Demonstrated ability to solicit, build and direct volunteers. Knowledge of Harvard preferred. Please send a cover letter and resume to: Sylvia Cashton, Employment Representative, Penon-nel Office, Harvard University Graduate School of Education, 118 Longfellow Hall, Appla Way, Cambridge, MA 02138. Harvard University upholds a commitment to Affirmative Action and Equal Opportunity.

Reporting to the Director of Development and External Relations, the Senior Development Officer will plan and manage the major gifts program at the Graduate School of Education, and provide leadership in corporate and foundation fundraising. This creative and molivated senior officer will be an instrumental team member on a small, professional staff, while structure of the senior officer will be an instrumental team member on a small, professional staff, while structure fundraises. Responsibilities include identifying, cultivating and solicities.

senior officer will be an instrumental team member on a small, professional staff, while serving as a frontline fundraiser. Responsibilities include identifying, cultivating and soliciting prospects, overseeing the development of a multi-year strategic plan for major gifts and corporate and foundation fundraising in preparation for a capital campaign. Oversees the production of tailored proposals for individuals, corporations and foundations. Additional responsibilities include directing the operational mechanics of research, events management and stewardship, as well as assuming an advisory role for the Annual Fund. Regular travel

Senior Development Officer

Harvard University THE A 

### Librarian, Director

St. John's Seminary College, Camarillo, CA, is seeking a librarian (preferably a religious) to administer a Seminary College library which serves faculity and seminarians of a four year free-standing Seminary College, Requirements: ALA accredited Master of Library Science, professional library experience, a strong public service orientation, library and bibliography instruction, supervisory training, communication skills. Experience with library automation, CD ROM products, OCLC, DIALOG, and on line public access catalogs highly destrable. Send letter of application, résumé, 3 letters of recommendation to ERIC J. NICOLET, Academic Dean, St. John's Seminary College, 5118 E. Seminary Rd. Camarillo, CA 93012. Application deadline dume 1, 1992. Interviews conducted after June 10, 1992. Position begins August 1, 1992.

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### DIRECTOR OF COUNSELING



Effective Date: August 1, 1992 or later; application deadline: May 20, 1992, Salary: \$42,000 or above (DOQ). Required education and experience: Doctoral degree in Counseling or Counseling Psychology or highly related field, and eligibility for licensure in the State of Now Mexico. Five lo seven years of experience, five of which should be inniversity related. Previous administrative experience and licensure preferred. Dealled annualment of position available upon request. Good fringe benefits package for employees. ment of position available upon request. Good tringe benefits package for employees. Send letter of interest including a statement of counseling center philosophy, résumé, official transcript of graduale work, and the names, littles, addresses, and telephone numbers of three references who can altest to the candidate's professional qualifications. REPLY TO: Dr. Pairicla Wolf: — Vice President, Student Affairs New Mexico State University Bos 30001, Dept. 1923 a Las Cruces, NM 88003 Telephone: (505) 646-1722

NEW MEXICO STATE UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER. Offer of employment is confingent upon verification of individual's eligibility for employment in the United States.

# PROGRAM DIRECTOR, STUDENT SERVICES

**CLARK COLLEGE** Vancouver, Washington

Clark College, a comprehensive college in the Pacific Northwest, is recruiting a Director of Student Programs. Requires Bachelor's degree and three years of full-time administrative experience in higher education student programs, or equivalent. Master's degree or equivalent additional experience preferred. Strong leadership, supervisory and budgetary skills, organizational ability, and the ability to work with students and colleagues from diverse backgrounds are important. Salary: \$35,000 per year; full-time, twelve-month appointment. are important. Salary: 335,000 per year; nin-ome, twelve-month appointment. Application materials may be requested from Clark College Personnel Services, 1800 E. McGoughilin Boulevard, Vancouver, WA 98663; 206-699-0105. Deadline for complete applications is May 29, 1992, Clark College is an equal opportunity employer and places particular emphasis on achieving affirmative action hiring goals. Protected group members are strongly encouraged to apply.

major courses, and courses for business and liberal arts majors. The successful condicate will be dedicated to excellence in teaching and to enhancing the mathematics ares. Bresch College (BOB) is a Catholic four-year co-ducational, liberal arts college located in the third largest city of Kontucky. Send resume, iranscripts, and three jetiess of recommendation to the first content of the first content of

# LAWRENCE

### OF ADMISSIONS

Preference will be given to individuals with two or more years of admission experience at a comparable small, selective liberal arts college. Secessful record in recruitment of students of color highly desirable. Salay and benefits competitive and commensurate with experience Reviewd applications will begin May 18 and continue until the position is filed.

Steven T. Syverson Dean of Admissions and Financial Aid Lawrence Uni Appleton, WI 54912

A highly selective liberal arts college of 1,200 students, Lawrence and among the best of America's small, private liberal arts colleges, constently attracts students of high quality and promise, and is located in thriving urban area of more than 170,000 people.

l awrence University Promotes Equal Opportunity For All Women and injugates are strongly encounged to apply-

### RESIDENCE HALL DIRECTOR

Iona College, founded in 1940 by the Christian Brothers, has an R.D. position available beginning August 1, 1992.

Responsibilities: Manago daily operations of 320-bed co-ed residence hall, supervise 10 Resident Assistants and front desk audent accurity, create a community environment to enhance student development, communicate and enforce community standards, manage summer housing operation, provide direct response to needs of a diverse atudent population. Resultements: Demonstrated leadership and administrative shifty, Master's degree in related field and residence life experience preferred. Benefits include furnished apartment, meal plan, mehical coverage, and tuition remission. 12-month live-in position submit resume, letter of application, and names of 3 references by May 15, 1992 to:

Director of Residential Life Iona College

715 North Avenue New Rochelle, NY 10801 Iona Collaga ju an AA/BOE

tance in the future development of the Department. The successful candidate must Mechanical Engineering, South Hard lance in the future development of the Department. The successful candidate must teach undergraduate courses and develop advanced level courses and research in the area of their specialization. A demonstrated orientation toward laboratory activity and computer applications is desired as well as excellent teaching and research potential. Applicants should possess an earned Ph.D. dearee in Mechanical Engineering or related field. For position (3), the principal area is Thermal Science. Background in instrumentation and in national and in maintrained and in the principal area is the state. Background in instrumentation and in national and in the principal area is the state. Word Perfect (3.), etc.) is desired. The successful candidate must teach undergraduate courses and should have experience in developing/integrating professional design activities into a treshman/sophomore series of basic design courses and should also have sood research/publication potential. The successful candidate must have an M.S. degree in Mechanical Engineering, and previous experience in applied engineering. Preference will be given to candidate who received their degrees from RACABBT accredited programs. Minorities and temajes are encouraged to apply. Sulary negotiable, interested persons must subogit a funder are encouraged to apply. Sulary negotiable, interested persons must subogit a funder are encouraged to apply. Sulary negotiable, interested persons must subogit a funder are encouraged to apply. Mechanical Engineers of Southern University Post Office, Box 9989, Southern University Baton Rouse, Louisien 7933, Irak-citizen, applicants should include good of immalgration status. Southern Lierarly in Equal Opportunity, Affirmative Actor Employer. a m Equal Department

Employer.

Mechanical Engineering A configuration

inversity is seeking to fit the position of

College Assistant Professor of Mechanical

Engineering, a non-tenure faculty comme.

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### ASSISTANT/ASSOCIATE DIRECTOR

Lawrence University seeks an articulate, mutivated, energetic enhancement individual to assume responsibility as Assistant/Associate Direct of Admissions. Responsibilities will include admission recruitment recl, coordination of minority outreach efforts, interviewing, conspodence, and supervision of our three-week summer program for minority high school students. Additional areas of responsibility may induce publications, campus preview days, work with international students of market research, depending upon the expertise and interests of the paccessful candidate.

Please send a letter of application and résumé to:

Dr. Edward Hattauer do Office of the Vice President for Student Affairs Cleveland Hall 513 State University College at Buffalo 1300 Elmwood Avenue Buffalo, New York 14222-1095

State University College at Buffalo is an Equal Opportunity, Affirmative Action Employer

STATE UNIVERSITY COLLEGE AT BUFFALO

(Buffalo State College)

Stale University of New York (SUNY) College at Buffalo is a comprehensive institution of higher education offering arts and science and professional programs at the bachelor's and master's levels. It is the largest of the SUNY four year colleges of arts and sciences.

The Office of Student Affairs advances the educational mission of the college by encouraging the total development of students through programs, services and opportunities designed to enhance the acquisition and application of knowledge, skills and values. Student Affairs is a partner with students, faculty, staff and the urban community in providing learning experiences which foster the growth and development of students as individuals and as responsible local and world citizens for a students for interesting the state of the content of the students of the state of the content of the students of the state of the

DIRECTOR OF RESIDENCE LIFE (search extended)

RESPONSIBILITIES: The Director of Residence Life administers and manages all facets of on-campus housing. Responsibilities include coordination of programming for resident students, supervising the professional, cherical and student staff, managing a \$4 million budget and participating in the development of Residence Life policy/practice through interaction with college administration in the Offices of Finance and Management, Student Affairs, Academic Affairs and the President's

Office.

QUALIFICATIONS: A Master's Degree in Student Personnel or a related area is required. Between 5-7 years' professional experience in housing operations and residence life programs with increasing levels of management and supervisory responsibility is preferred.

\$ALARYI minimum \$43,000 annually APPLICATION PROCEDURE: Review of applications will begin on May 22, 1992 and will continue until the position is filled. Candidates should submit a letter of application, a current résumé, and three letters of auference to:

Dr. Hal D. Payne Clevelond Half 513 State University College at Buffalo 1300 Elmwood Avenue Buffalo, New York 14222-1095

MEDICAL DIRECTOR (search extended)

RESPONSIBILITIES: The Medical Director's major responsibility is providing direct primary care with some supervision of other health professionals. Preference will be given to an individual who is committed to campus health promotion and work with multicultural and diverse studies assubated.

dent populations. QUALIFICATIONS: Physician licensed to practice in New York State. Position is full time but some flexibility is possible regarding work ar-

rangement.

SALARY: Negotiable

APPLICATION PROCEDURE: Review of applications will begin on May 22, 1992 and will continue until the position is filled. Candidates should submit a letter of application, a current resumé, and three letters of reference to:

### DIRECTOR, Port and Maritime Management Programs College of Business and Public Administrat

Old Domindon University is weeking applicants for the position of Origettir, Port and Maritine Management Programs. This is a permanent tenure-track position which will be located in the College of Business, and Public Administration at the University. The Director will assist the Exam and other officials in designing new instructionally-oriented education, training, and research programs, these programs will respond to the needs of the maritime related industries and apenates in Hampton Roads, the United Stores, and the international areas. As presently entwinted, the programs will associate administration of execute offerts in the field.

Applicants for the position should hid an earned Master's degree in a field relevant to the management of ports and maritime related administration or business management, public administration, economics, finance, or transportational logistics related fields. An expect disciplination should have all currently experienced in political in a capital disciplination of the positions of the positions of the political experience in progressively responsible positions; (1) academia and rational instructional experience (4) grounding in quantitative and qualitative research; (5) superior ability in or all and written communication; (6) and a record of recaing and footering mutually heneficial relations within and among elements of the public as private sectors.

or and private sectors.

Pilitations must include a letter of unions, curriculum sua, and three relevances nation experience will be considered in existentialing an initial value, I iberal fills are included. Anticipate filling the prostion by I July 1993, or as winn as a bite applicant in found.



Matiches Staff Physician. A chance to live and work. Bulled college, come back as doctor! The University of Mississippi, Sudent Health Service in Oxford, Mississiphia to the College of the Mississiphia to the Mississiphia the Mississiphia

bedsher West Virginia University, Chair, ser Standard of Radiation One-closy. West with threndy, School of Medicine in-charged hashing One-closy. This position regard the leadership of an individual

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prevention and control and cancer research
will be received until the position is filled.
International the Medicine, Morgantown, West Virginia 26506. An equal oppromity, affirmative action employer.

Medicine Staff Physician. A chance to live
tal work. If you liked college, come back
Stobal Randolph Cancer Center, West Virginia University is an Equal Opportunity Employer.

The Dearett

ty Employer.

Medicine: Faculty member. The Department of Emergency Medicine at the George Washington University School of Medicine and Health Sciences is seeking applications for a non-tenner track full-time faculty position in its innovative Emergency Medical Services Degree Program. Responsibilities include: assistance with program management, curriculum development, tacching and clinical research. Minimum requirements: BA or BS degree; graduate degree preferred and advanced life support spensial provider experience, extensive familiarity and experience with all aspects of EMS including system administration, education/training, and research. Send curriculum vitae to Crais DeAtley, Director, 2MS Degree Program, 200 K Street, NW.

### BERKSHIRE SCHOOL

Director of Admissions Berkshire School has an opening for an able and experienced person who is interested in being Director of Admissions at a long established and distinguished college preparatory school.

and distinguished college preparatory school.

To qualify for the assignment, you will need to provide sound judgment and innovative thinking in developing and implementing our student recruiting initiatives in both domestic and international markets. As part of this responsibility, you will be expected to utilize sophisticated administrative tools and computerized techniques for tracking and evaluating these efforts. Your position will also entail responsibility for evaluating and selecting admission candidates in a manner consistent with Berkshire's mission and enrollment guals. Finally, as a member of the School's senior administration, you will be asked to make significant contributions to the School's general management through your membership on the seven person Administrative Council, and through your active collaboration with members of the faculty.

To be successful, you must possess unusually strong interpersonal talents which allow you to relate easily and effectively with all of our constituents. You must also have exceptional communications skills for orticulately representing lierkshire School, both in our-co-one settings and hotere large audiences. The professional strengths and expertise you possess must be confirmed by your record of accomplishment in a school or college admissions office.

lu return, we ofter you the opportunity to Join an academic community of motivated and dynamic people who share a commitment to our Schools distinctive traditions and mission. You will work and reside in one of Now England's most beautiful regions, within easy reach of Boston and New York. Your salary and other henefits will be attractive and commensurate with your experience and achievements.

If you believe you are the person we are looking for, please send a letter, accumpanied by your resume, to Richard P. Unsworth, Headmaster, Berkshire School, Sheffield, MA 01257. If you would like to request additional information about the School, please call (413) 229-8511, ext. 213.

Berkshire School is an equal opportunity employer sic.

### LAWRENCE

### ASSISTANT DIRECTOR OF FINANCIAL AID

Lawrence University seeks an articulate, flexible, and enthusiastic indi-vidual to fill the pusition of Assistant Director of Financial Aid. People skills and attention to detail are required. Demonstrated initiative, flexi-bility, and comfort with the use of computers are highly desirable. The Assistant Director is part of our three-person Financial Aid Office. Preference will be given to individuals with two or more years of financial aid experience at a comparable small, selective liberal arts college. Salary and benefits competitive and commensurate with experience. Review of applications will begin May 18 and continue until the position is filled. Please send résumé to:

Sieven T. Syverson Dean of Admissions and Financial Aid Lawrence University Appleton, WI 54912

A highly selective liberal arts college of 1,200 students, Lawrence ranks among the best of America's small, private liberal arts colleges, consistently attracts students of high quality and perfect and is located in a thriving urban area of more than 170,000 people. Lawrence continues to meet the full demonstrated need of every admitted student.

Lawrence University Promotes Equal Opportunity For All. Minorities are strongly encouraged to apply.

### ASSOCIATE DIRECTOR

The Cognitive Enrichment Network-Follow Through Project at The University of Tennessee, Knoxville, is seeking an Associate Director to begin work July 1, 1992.

work July 1, 1992.

Required quelifications are as follows: (1) demonstrated compotence in consultative and/or management skills in the field of education or comparable field, (2) classroom teaching or comparable experience, (3) shove average writing and communication skills as well as word processing compotency, (4) Master's degree or shove in a social science and/or management area, and (5) strong interest or background in cognitive education theory, application and/or research.

appuration and/or research.

Desired qualifications are as follows: (1) teaching experience in elomentary or early childhood programs for children at-risk, (2) degree in educational psychology, educational administration, child development, human services, elementary or special education, (3) experience in providing technical assistance to classroom teachers and/or school administrators, (4) knowledge of health and social services for children and families, and (5) experience in curriculum development and educational research.

Review of applications will begin May 8, 1992, and continue until the position is filled. Applicants should send a current résumé/vita, transcripts of graduate and undergraduate degrees, three letters of recommendation, and a personal statement of qualifications to Katherine II. Greenberg, Ph.D., COGNET Project Director and Search Committee Chair, The University of Tennessee, 243 Claxton Addition, Knoxville, TN 37996-3400.

UTK is an EEO/AA/Title IX/Section 504/ADA Employer

Washington, DC 20037. The George Washington University is an Affirmative Action, Equal Opportunity Employer. Review of Squal Opportunity Employer. Review of applications will commence on May 1, 1992, and continue until the position is filled.

If mative Action, Equal Opportunity Employer. Minorities and women are encouraged apply.

Mediciner@lockemistry: The Dr. William M. Scholl College of Podiatric Medicine (SCPM) invites applications for a full-time. aged to apply.

Medicine/Blochemistry: The Dr. William M. Scholl College of Podiatric Medicine (SCPM) invites applications for a full-time faculty position in the Department of Physiological Sciences, available July 1, 1992. Requirements include a Ph.D. in Blocherpistry or related srea, and a first commitment to teachies. We offer faculty rank and subary commensurate with professional experience and archivements. Duties include teaching a comprehensive course in medical blochemistry to first year medical students. Limited intranstra flunds are swalled in the proposition of the statistic propositions as Research Director in the fature small there is a possibility that these two positions may be completely that these two positions may be completed.

# Alfred University

### **Director of Administrative Services University Relations Division**

Planning and supervisory responsibilities for records management operations for a major division within the University. The University Relations Division is responsible for programs that support the University's strategic plan in Public Relations, Alumni-Parent Programs and University Development. We are looking for a professional with demonstrated experience, a high energy level, and a commitment to the attainment of personal and team goals. Candidate should possess skills to meet or exceed the following characteristics or

Highly organized

Supervisory/leadership experience

· Ability to analyze data and prepare reports Coordinate travel

Supervise electronic and paper records management system

· Familiarization with the workings of an Alumni/Development database

 Strong verbal and written communication skills · Demonstrated proficiency with keyboard

 Prospect research · Support overall operations for the Division

Experience in Alumni/Development operations and A.R.M.A certification will be beneficial. Salary competitive.

Alfred University, ranked as one of the nation's best small comprehensive colleges, is located in the beautiful Finger Lakes region, 40 miles west of Corning in upstate New York.

Consideration of all candidates will begin May 1, 1992 and continue until the position is filled. Send letter of application, resume, and the names of three references to:

Dr. William F. Stepp Vice President for University Relations Alfred University Greene Hall Alfred, New York 14802

AA/EOE

structo/Research Associate: 40 Aours per week, 8 a.m., 10 5 p.o., Instruction teaching course in Hematology in the Department of Medicine. Section of Hematology, Research Associate in the molecular aspects of from transport and cellular trop matabolism utilizing cell line aystems grown on asmi-pormeable numbranes. Degree Required: Ph.D. Major Field of Study: Immunology, Experience: 1 year research. Please submit all résurnes to Jonathan Class, M.D., Louisland State University Medical Center-Sireveport, 1501 Kinga Highway, P.O. Box 33952, Shreveport, Louisland 71130-1932. Equal Employment Opportunity, Affirmative Action Employer.

Medicine/Research; Faculty research asso-ciate position available immediately. Us-tensive teaching responsibilities: teachina students; residents, housestaff, posterudu-ete students in oncology and physiology. Research responsibilities: investigations of agianclinic blood flow in models of portal hypertension and cancer growth and liver representation. Will study hormoust manipu-lations, in vitro and in vivo methodology and molecular bloogical tecliniques and tigate carture techniques. Requirements: M.D. degree with need call residency train-ing consolete and at least four years' experi-

blined. Please submit a letter of application, curriculum vino, and supporting material, lockiding names of three references to: Scholl College of Podiatric Medicine, Dr. John H. Becker, Ph.D., Associate Dean, Bask Sciences, 1001 North Dearborn, Chicaso, Illipois 6660. SCPM is an Equal Opportunity Borployer. Women and minor-lites are encouraged to apply.

Medicine / Immunology / Research: Insurator/Research Associate: 40 hours perweek, 8 a.m., to 5 p.m. Instructor teaching course in Hemiotology in the Description of the College of the Colle

Music: Keyboard instructor for one of America's leading independent bourding schools. Pull-time, permasent position. Letter of application and returne to: Office of the President, Wayland Academy, 101 North University Avenue, Beaver Dam, Wisconsin 53916.

Wisconsin 53916.

Austic Director of Music Education and Instrumental Teacher/Performer. Required: doctorate in music, account y school and college teaching experience, performance and teaching experies in instrumental music. Donthis Reeds, French Horn, or Strings preferred. Teach graduate and undergraduate courses in music education, applied music; supervise student teachers; solo recitalist; other appropriate duties. Candidates music supervise student teachers; solo recitalist; other appropriate duties. Candidates music supervise student teachers; solo recitalist; other appropriate duties. Candidates music; supervise student teachers; solo recitalist; other appropriate duties. Candidates of the recitalist; characteristics and letter of application; resume, undergraduate and armounts. Department of Music, P. O. Box 6968, Radford University is an equal opportunity, affirmative section exployer. Weenen and gelogicalities are encouraged to apply.





Community College of Philadelphia, one of the nation's leading urban community colleges, seeks a highly qualified and experienced administrator to assume nsibility for the Library and audio/visual services. responsibility for the Library and audiovisual services. The Director will report to the Vice President for Academic Atlairs. Specific duties will include planning. budgeting, supervision of personnel and implementing the vision of technologically up-to-date library and media services for both on- and off-campus students.

QUALIFICATIONS: MLS from an ALA accredited institution, managerial experience in an academic library and/or information systems setting, and demonstrated ability to work effectively with faculty, staff and students. The successful candidate will have experience in all aspects of the management of an academic library, including knowledge of automated library systems. QUALIFICATIONS: MLS from an ALA accredited library systems.

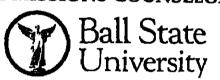
Community College of Philadelphia is located on a modern, downtown campus and enrolls more than 16,000 FTE students annually in transfer and career programs. The library collection, housed in a renovated US Mint building, consists of approximately 100,000 volumes and 375 subscriptions supported by a staff of 10 professionals and 18 support staff.

This is a 12-month position with competitive salary and fringe benefits, available August 1, 1992 Apply by sending letter and resume, including salary history and the names of 3 references by May 28, 1992 (c. Personnel Office (kc), COMMUNITY COLLEGE OF PHILADELPHIA, 1700 Spring Garden St., Philadelphia, PA 19130. As an affirmative action, equal opportunity employer, CCP eagerly encourages applications from women and minority candidates.



COMMUNITY COLLEGE OF PHILADELPHIA

### **ADMISSIONS COUNSELOR**



Muncie, Indiana

A full-time, 12-month entry level admission counselor position available starting July 1, 1992. Seeking an energetic individual with strong written and oral communication skills and organizational takent to travel extensively for student recruitment, to interview prospective students on campus, coordinate recruitment related events, and compile data for guide books. Ball State University is firmly committed to minority student recruitment. While all staff actively participate in the recruitment of minority students, the person filling this position will a major responsibility for assisting in this effort. Minimum Qualifications: Bachelor's degree, driver's license. Preferred Qualifications: Master's degree, at least one year of experience. Send cover letter, résumé, college transcript, and three letters of recommendation to Director of Admissions, Ball State University, Muncle, IN 47306. Review of applications will begin immediately and continue until the position is filled.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

### SOUTHERN WEST VIRGINIA COMMUNITY COLLEGE

Southers West Virginin Community College is an accredited two-year state-supported buildinion afforing infection certificate and associate degree programs with an undergraduate orneathment of approximately 3,200. SWVCC is a multi-campus operation sorving a six-county area in southern West Virginia and eastern Keniucky. We offer compositive substant and an excellent frings benefits package. Applications are being accepted for:

BEGIST RAP/DIRECTOR OF ENROLLMENT MANAGEMENT: Responsible for col-logs admissions, registration, and records policy and procedures. Responsibilities also include involvement in registration, transcript ovolutation, graduation cardifica-lion, unit transfer agreements. Master's degree in Education, Student Personnel or related field acquired. Experiences in Collega Registrar's office required. Academic experience including admissions, advising, student support services, and consei-ing required. Two years' supervisory experience in education administration pre-ferred.

Music: Teacher/Performer of Voice and Instructor of Music Theatre. Barlone or bass. Teach graduate and undergraduate studio voice and courses in diction and American Musical Theatre Production dules with Opera/Musical Theatre program. Assist with student advising, recruiting, and participate in academic affairs. Master's degree required, doctorate preferred instructor or Assist and Professor, depending on qualifications. Salary opea, acgoingble. Starting date August 17, 1992. Send Reiter of application, vita, letters of recommendation, cories of graduate innacripus, and performance tape by May 15, 1992 to Professor Margaret Daniel, Voice/Music

### STAFF PSYCHOLOGIST

Counseling & Psychological Services Center



Muncie, Indiana

Vacancy for a staff psychologist in the Counseling and Psychological Services Center for a twelve-month, calendar year appointment. Work climate is cooperative and supportive, with opportunities for involvement and/or leadership in program development. Minimum Qualifications: ABD in both an APA-approved program and internship; eligibility requirements for illensure as a psychologist in Indiana. Ph.D. with the same accreditation is preferred. If ABD is employed, all requirements for Ph.D. must be completed by December 15, 1992. The successful candidate will demonstrate commitment to a developmental model, to brief therapy, to outreach-ornsultation and to group work. Responsibilities include developing and presenting programs and workshops; group and individual counseling; supervision of APA Interns and trainers. Salary competitive. Send letters of application, résumé, and three letters of recommendation to:

Jack E. Ihle, Chairperson—Search Committee Counseling and Psychological Services Center Bail State University Muncle, Indiana 47306

Review of applications will begin immediately and continue until the position is filled. Ball State University is an Equal Opportunity, Atfirmative Action Employer and is strongly and actively committed to diversity within its community.



### Smithsonian Institution Libraries

Automation Librarian: The Smirhsonian Institution has a federal career opening in the Smirhsonian Institution that a federal career opening in the Smirhsonian Institution D.C. for an Automation Librarian (GS-11, 832,423) to participate in all aspects of the newly acquired integrated online library system, called the Smirhsonian Institution Research information System (SIRIS). Institution the Market in Control of the Siris Siris of the sequences module as well as converting the existing acquisitions subsystem to SIRIS. Will develop procedures and policies for the implementation of the MARC holdings format. Will serve as a remindependent of the Present for library staff needing help with SIRIS. For full details, please call 202-287-3102 (our 24-1 lour/Touchome Activated/Automated Request Centry), press 7, and request Vacancy Aunouncement #923-3038N and a full application package. Applications must be received by June 8, 1932.

The Smuthsonian Institution is an equal opportunity employer

### ASSISTANT DIRECTOR

### Nevada University Affiliated Program in Developmental Disabilities University of Nevada, Reno

The University of Nevada, Reno is seeking an Assistant Director for the Nevada University Affiliated Prognan in Developmental Disabilities. Responsibilities include grant writing, project administration, establishing and maintaining relationships with state and local service providers, and supervision. Qualifications: 1) Master's or doctorate in psychology, social work, special education, health related professions, or other discipline that provides services to individuals with disabilities and their families; strong preference will be given to individuals with earned doctorate; 2) Direct service experience to individuals with disabilities and their families; 3) Cant writing and administrative experience and skills; 4) Administrative experience and skills, and 5) Experience in training. Submit letter of application, vita, and the names of three references by June 1, 1992 to Stephen L. Rock, REPC/278, UNR, Reno, NV 89357; (702) 784-4921. AA/EOE. UNR employs only U.S. clitzens and aliens lawfully authorized to work in U.S.

Music. Viola Teaching and Performance, Ball State University, Muncle, Iodkans. The School of Music Invites mominations and applications for a full-time, tenurstrack appointment (beginning August 20, 1992) to teach studio viola, perform in the Acollan Trio (flute, viola, herp) and other faceinty string cussenties, retruit for the viola studio, coach chamber music and develop string authors and performance opportunite may be available in the Muncle Symphony Orchestra and surrounding communities may be available in the Muncle Symphony Orchestra and surrounding communities, Rank: Asistant Professor. Salary: Commensurate with experience and education. Mindraum Gusifications: Completed Master's degree in viola, collegiate isaching experience (faculty or teaching sufficience in solo, chamber, and orchestral satificas. Freferred Qualifications: Completed doctorate; commuter tierney and other constate grean in music desirable, Applicants should send a compiled cutriculum vities, three letters of reference current this academic year (a credentials file may be send if

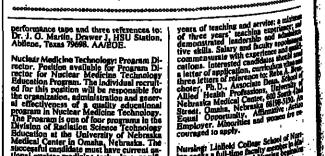
streaming attributing attributing attributing attributing separation of two years' supervisory experience in education administration preferred.

DIRECTOR OF FINANCIAL AID: Major responsibilities include administration of all student set programs, melalating compliance with federal and stole regulations, and management of computerized financial aid office. Eachsior's degree and extensive knowledge of financial aid office. Eachsior's degree and extensive knowledge of financial aid assential at programs administration are required. Computer skills and knowledge of computerized financial aid systems required. These or more years of financial aid experience preferred.

Review of applications begins May 22, 1892, and will continue until sultable candidates for formation of the special programs and other special programs. Anderson, 1992. The second of Music. Bell State University, Muncic, Indiana 47306-0410. Performance useful and other specials should be included with the specials and other specials should be included with the specials of the specials. Formal review of application to Patricia Hank, Director of Personnel, Southern WV Community College, P. O. Bux 2009, Logan, WV 25601. AA/EOE.

Music: Teacher/Performer of Voice and indicated and indicated and indicated and indicated and programs. Additional performance opportunity of students and pedagacy courses in music and develop string methods and pedagacy course in music education and performance opportunity. The survey of static program and other specials and other specials of the specials. The School of Music. The string performance opportunity and students and specials of the specia

Mujer Touro-track position as instructor/
assistant professor in claimet/single reed
instruments at Hardin-Simmons University. Responsibilities may include marching
band, lazz and recruiting. Master's degree
and three years' public school teaching experience required. HSU is affiliated with
the Bardist Ceneral Convention of Tesas
and seeks professionally compotent faculty
who slay possess the personal, more and
religious qualities which complement its
mission and spirit. Send vita, transcripts,



NORTHWESTERN

# UNIVERSITY

### **Director of Development** Schools of Speech and Music

Northwestern University seeks a creative, experienced senior deteloment officer to serve as Director of Development for the Schook J Speech and Music. Reporting to the Assistant Vice President of University Development, the Director is responsible for personal solicitation of may gifts us well us planning and directing the solicitation of prospers by to Deans of the Schools and other senior faculty and administrator. To Director conceives, plans, and implements strategies for the Schools in mary focus is upon alumni and other friends at the major gift level Assign the Director is an Assistant Director of Development and serring

A Bachelor's degree is required; an advanced degree is highly desirable Considerable experience in academic fund raising or other relevancy once at a college or university with a comprehensive developmen proparis expected. Excellent communication skills, both written and ord, as essential as are maturity, the ability to organize, initiate and motivate Nominations and applications, including letter and résumé, are requised immediately.

K. Timothy Weidmann Assistunt Vice President University Development Northwestern University 2020 Ridge Avenue Evanston, IL 60208-4107

### **DIRECTOR OF ACCOUNTING** (Search Continues)

The University of Connecticul seeks a Director of Accounting Responsibilities include preparation of monthly, annual and special financial statements; coordination and recording of financial data general supervision of the Accounting Department.

The successful candidate will possess excellent communication and analytical skills, as well as the capacity to motivate a clerical and

A Bachelor's degree in Accounting or Master's degree in Business Administration is required. At least 3 years' experience managing computerized accounting systems, preferably FRS is desired. Cer-tified Public Accountant preferred.

Competitive salary and benefits. Send letter of application, resume and names of three (3) professional references to: Donald Rickford. Controller, The University of Connecticut, 343 Mansfield Road, Storn. CT 06269-2074. Screening will begin immediately and will confine until the position is filled. AA/EOE. (Search #2F5)



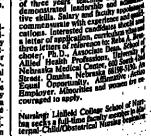
### **Associate Director** of Admissions & Records San Diego State University **Records and Registration**

Responsibilities: Under general supervision of the Director of Admissions and Recorb this Associate Director is responsible for the areas of registration, academic record side nance, public information, and record systems production and development he often and supervision of the production and always.

Challife allower A monthly administration of the product of the product of the production of the product o will work closely with University repartments to facilitate services to student an admission, data management, student services or related areas. The successful application, data management, student services or related areas. The successful application have the equivalent of five years of progressive responsible experience in the many have the equivalent of itsus years of progressive responsible experience in the many ment of applicant or student record systems. He or she must have demonstrated ablaring the computerized records systems and in interpreting data reports; must be able to independently interpret and apply a wide variety of program nules and regulation. The incombinities the able to plain, organize and implement a wide variety of programs and to work with personnel involved in these programs. The incumbent must be supported to work with diverso groups of students, parents, staff and the ability of experience to work with diverso groups of students, parents, staff and the common. Salary: Starting salary will be in the range of \$55,000 to \$65,000, depending upon experience and qualifications of the applicant. An attractive benefits package is available. Application procedure: Screening of applicants will begin june 1, 1992 and will curing use until the position is filled. Qualified applicants should send a resurte and a loi of professional references with a cover letter to: Admissions and Records Search, on the playment Services, San Diego State University, San Diego, CA 92182-0741.

SAN DIEGO STATE UNIVERSITY IS COMMITTED TO A DIVERSE WORKFORCE AND AFFIRMATIVE ACTION AND IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYMENT OF CONTROL OF CONTROL

Nuclear Medicine Technology: Program Director. Position available for Program Director. Position available for Program Director for Nuclear Medicine Technology Education Program. The individual recruited for this position will be responsible for the organization, administration and general effectiveness of a quality educational program in Nuclear Medicine Technology. The Program is one of four programs in the Division of Radiation Science Technology Education at the University of Nebraska Medical Center in Omains, Nebraska. The successful candidate must have current qualiton; a master's degree or equivalent in



# THE OTHER PROPERTY OF THE PROP

### DIRECTOR OF **AFFIRMATIVE ACTION PROGRAMS**

OKLAHOMA STATE

The Director serves as principal advisor to the Associate Vice President for Mulcicultural Affeirs. Responsibilities include: developing and maintaining of a strategic Affeiral Action Plan; maintaining of an advisory relationship with the branch campuses, preparing of Federal and State reports; investigating and resolving discrimination and heresment disputes; conducting EEO/AA related training programs; implementing state collection; auditing and reporting systems; developing AA goals and timatables for the total university; and the monitoring of recruitment, ratention, transfer and promotion of all employees. A master's degree in labor relatione, personnel, law, or a related field and three to five years of affirmative action experience are required. Expensively that the search and recruitment procedures of a multi-campus university and the preparation of detailed statistical reports is also required. Knowledge of E.O. 11248, Title IX, EEO-B and VETS-100 is preferred. The proven ability to work effectively with university personnel and students as well as experience in resolving compleints end/or gravances is highly desirable. Sensitivity to the problems of the protected status groups and knowledge of the civil rights laws as they parted to higher aducation are also desired. Equivalent combinations of aducation and experience may substitute for the attend quelifications. For full consideration, letters of nomination, letters of interest and current vitae must be received by May 29, 1892. Send to: Director of Affirmative Action Program Search, Office of Associate Vice President for Multicultural Affairs. Or. Howard Shipp, Jr., Chair, 408 Whitehurst, Oklahoms State University. Stillwater, OK 74078.

OSU IS AN AA/EEO EMPLOYER COMMITTED TO MULTICULTURAL DIVERSITY.

### **Director of Financial Aid** Illinois College

Illinois College Invites applications and nominations for the position of Director of Financial Aid. Illinois College is a private, Phi Beta Kappa, liberal arts college located in Jacksonville, Illinois, with an enrollment of 925 students.

ment of 925 students.

The Director of Financial Ald is responsible for organizing, managing and directing all aspects of providing financial aid to students. Ability to administer all federal, state and institutional financial aid programs with particular emphasis placed on processing, awarding and payment of Pell Grants, tilinois Monetary Awards, Federal and State Loans and work study. Other duties include financial counseling with students, organization and outreach efforts with high schools, providing tetrifical support to financial aid and scholarship committees, and assisting with enrollment management activities as they relate to the financial aid process.

Abridge degree is enrylled. Knowledge of computerized financial.

Abachelor's degree is required. Knowledge of computerized financial aid packaging with 3 years of previous financial aid experience is a stong plus.

Salary will be dependent upon qualifications and experience. Scienting of applicants will begin May 15, 1992, and will continue until the position is filled. Applicants should submit a letter of interest, resume and three current letters of reference to:

Gate Vaughin Director of Enrollment Management Illinois College 1101 W. College Ave. Jacksonville, IL 62650

lines College is an Equal Opportunity. Affirmative Action Employer.

### ASSISTANT DIRECTOR OF THE ANNUAL FUND

### St. Bonaventure University

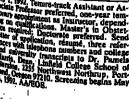
The Assistant Director of the Annual Fund is responsible for coordinating specific Annual Fund efforts which include: class agents. Reunion year giving, the parents program and regional and on-campus phonathons. Responsibilities include writing letters, communication with volunteen, coordinating mailing and phone efforts, compiling reports, and assisting the Director of the Annual Fund when appropriate.

The successful candidate must have a bachelor's degree. Professional experience in higher education, fund-raising or a related field is pre-tered. Excellent interpersonal, organizational and oral and written communication skills are required.

Send letter of application that addresses job requirements and responsi-bilities, resume and names of professional references to:

St. Bonavonture University
Box CC St. Bonaventure, NY 14778

Deadline for applications is Monday, June 8, 1992. St. Bonaventure University is an Equal Opportunity Employer; women and minorities are encouraged to apply.



hit 1, 1992. Pemre-track Assistant or Associate Professor preferred, one-year temoral approximent as instructor, depending a qualifications. Master's in Obsterdate of spelledion, resume, there referred state of spelledion combern and college family, Dean's Londest College School of states, 223 Northwest Northrup, Porting Open 1972, Northwest Northrup, Porting Open 1972, AAROS.

Nursing: The Medical University of South and an application of Nursing and Occurring Southern University position of Cartier of Research, Challedgaing principles.

Nursing: The Department of Nursing at Occurring Southern University position in our BSN Detector of Research, Challedgaing principles.

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Nursing: The Department of Nursing at Occurring Southern University position in our BSN Department of Nursing at Occurring Southern University position in our BSN Department of Nursing at Occurring Southern University position in our BSN Department of Nursing at Occurring Southern University position in our BSN Department of Nursing at Occurring Southern University position in our BSN Department of Nursing at Occurring Southern University position in our BSN Department of Nursing at Occurring Southern University position in our BSN Department of Nursing at Occurring Southern University position in our BSN Department of Nursing at Occurring Southern University position in our BSN Department of Nursing at Occurring Southern University position in our BSN Department of Nursing at Occurring Southern University position in our BSN Department of Nursing at Occurring Southern University position in our BSN Department of Nursing at Occurring Southern University position in Occurring Southern University position of Southern University position in Occurring Southern University position of Southern University position

### WAKE FOREST UNIVERSITY

### **MBA**

### MANAGEMENT LIBRARIAN

The Wake Forest University Worrell Professional Center Library is searching for a librarian experienced in the areas of business and management. The Worrell Professional Center Library serves the Wake Forest University MBA Program and the School of Law. The Management Librarian reports directly to both the Dean of the Management School and the Director of the Worrell Library. The position is at the same level as the assistant librarians for Technical Services and Public Services. Rosponsibilities include collection development, budgetary control, reference service, and providing bibliographic instruction and current awarenoss services.

Minimum qualifications: M.L.S. or equivalent degree with an under-graduate degree in business; an M.B.A. is preferred. Three years' ex-perience with business reference.

Salary: Commensurate with qualifications and experience.

Résumé should be sent to Thomas M. Steele, Director of the Worrell Professional Center Library, P.O. Box 7206, Wake Forest University, Winston-Salem, NC 27109.

Wake Forest University is an Affirmative Action, Equal Employment Opportunity Employer



### AMHERST COLLEGE Assistant to the Dean of the Faculty

Applications and nominations are invited for the position of Assistant to the Dean of the Faculty of Antherst College. Founded in 1821 and located in the Pioneer Valley of western Massachusetts, Amherst is a highly selective, coeducational liberal arts college of 1,570 students.

The Assistant to the Dean will report to the Dean of Faculty, and duties will The Assistant to the Dean will report to the Dean or racture, and outres will be provide assistance to the Dean in such areas as coordination of academic program reviews, coordination and analysis of instructional budgets, and compilation and writing of reports concerning academic policy. The Assistant to the Dean will from time to time represent the Dean of the Faculty at meetings and with individuals and organizations both on and off campus, and work on projects as assigned concerning the College's academic pro-

Candidates should have a post-baccalaureate degree and experience in high-er education administration, preferably in a small college environment. Ap-plicants should also have excellent organizational skills, strong analytical and quantitative skills, and experience with word processing and the use of spreadsheets and data bases. Excellent ability to write is essential.

To apply, mail letter of application and résumé accompanied by the names, addresses and telephone numbers of three professionally related references to: Director of Personnel, Box 2204, Amherst College, Amherst, MA 01002-5000. Applications accepted until position filled. Excellent compensation

Amherst College is an Equal Opportunity, Affirmative Action Employer and encourages women and minorities to apply.

### Wilmington **College**

### **ACADEMIC COORDINATOR**

Wilmington College, in its Quaker tradition of providing Associate and Baccalaureate Degree Programs for 300 incarcerated students in Lebanon, Ohto, is
seaking an academic coordinator, individual is responsible for academic and
student service advising, program coordination and a professional working
relationship with faculty, campus administration, and prison staff. The position
requires a flexible schedule including two evenings weekly, an earned master's
degree, demonstrated experience in working with minorities and a commitment to the value of higher education for non-traditional students. Review of
résumés will begin May 15, 1992 and will confinue until the position is filled.
Send cover letter and résumé to:

Dr. Mary Ellen Bathuk

Dr. Mary Ellen Battuk Wilmington College Pule Center Box 1285 Wilmington, Ohio 45177



 $oldsymbol{A}$  calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college administrators -

every week in The Chronicle.

### BETH ISRAEL BOSTON

### Director, Capital Campaign Beth Israel Hospital seeks a Director of the Capital

Campaign to implement the plans for our upcoming major capital drive. The Director is responsible for managing the internet operations of the Campaign including the budget, recruitment and supervision of the Campaign staff and stewardship of gifts. The Director works closely with the Irustees, volunteers, Vice President of Development, President and the Campaign Counsel to execute the plans for the campaign. He/she will also solicit a key group of

Candidates must have seven years' successful capital campaign experience in a management position, teadership qualities and extensive experience with trustees and teadership level volunteers, able to write clearly and communicate with a variety of people; must be results-oriented; possess initiative and energy, track record of successful major donor cultivation and solicitation. Skilled at managing staff. BA

Beth Israel Hospital, a 504-bed major Harvard Teaching Hospital, offers highly competitive salanes and a Flexible Benefit Program that enables employees to choose coverages that bost meet their needs. We also provide 34 days of paid time-off per year, tuition reimbursement, an on-site health promotion program and fitness center, and an on-site child care center. Please send resumes to Mary K. Ellot. Snalling & Kolb, Inc., 17 Lee Street, Suite 6, Cambridge,



Beth Israel Hospital Boston 330 Brookline Avenue · Boston, MA 02215 An Equal Opportunity Employer M/F

### **ASSOCIATE DIRECTOR** OF RESIDENTIAL LIVING

Circumiant Committee and Carrier and Carri

**DREXEL UNIVERSITY** Philadelphia, Pennsylvania

### Division of Student Life

Search Extended

Drexel University is a private coeducational, non-sectarian university with an enrollment of about 13,000 students. It is located in the University City area of West Philadelphia, an area with a concentration of educational, scientific, research and industrial resources. Drexel University consists of six colleges and operates one of the largest mandatory cooperative education programs in the nation.

RESPONS[BILITIES: Management responsibilities for assignments, billing and departmental monetary varisactions, data base systems, Summer Conference Program: assistance in developing departmental budget, occupancy management strategies, supervision of administrative assistant.

ministrative assistant.

QUALIFICATIONIS: Master's degree in Student Support Services, Higher Education Administration, Business or related Beld or equivalent in college academic work or relevant experience. Minimum tive yeast experience in college and university environment, preferably in residence hall management. Qualified individual must also demonstrate strong organizational and computer skifts, knowledge of budgesing practicestransactions, effective human relations skifts in a multi-cultural, pluralistic urban college environment. NEFITS: Salary very competitive, buillon benefits, health/life insurance, denta

pain.

APPLICATION PROCEDURE: Applications must be postmarked by May 18, 1992. Send completed applications including names, addresses and releptione numbers of (3) forms upervisors to Dianna C. Dale, Director, Residential LMing, 10 In 3-4th Street, Philadelinia, Perusykania 1910-1. Dressi University is an Equal Opportunity educator and employer and specifically encourages applications from qualified minorities, vecerans, women and includingliss with hardfelaps.



### Smithsonian Institution Libraries

Automation Librarian The Smithsonian Institution has a federal career opening to the Smithsonian Institution Librarias, Washington, D.C. for an Automation Librarian (GS-11, §32, 323) to participate in all aspects of the Smithsonian Institution Retearch Information System (SHRIS). Incombert will focus on Inthing the system to other Smithsonian Institution systems and external networks as well as convexing, implementing and administering the eleculation module. Will serve as resource for library staff treding help with SIRIS, Durtes also include programming and mining all reports from all modules of SIRIS for Smithsonian Institution Libraries attif. Applicatus must be U.S. Criterus, For full details, please call 202-297-3102 (our 24-Hour/Fouchtone Activated/Automated Request Center), press 9, and request Vacancy Announcement #92-3034N and a full application package. Applications must be received by June 8, 1992.

The Smithsonian Institution is an equal opportunity employer.

and more applicants waiting for acceptance. Twenty-four faculty perform teaching, grant writing, service, and research in a closely-keit department. Pointion requirements: MSN or MN; medical-surgical specialty; three years teaching experience at college level. Preferred: destorate; three years clinical experience. Rank and salary are commensurate with qualifications. Sand letter of application, uncertical transcripts of all degrees, and panysidedresses of a references to Dr. M. Christine Talmindge, Acting Head, Department of Nursing. Personnel Office, Dabory S. Lancaster Companying, Georgia Suthern University, E.B. 81/38, Stateshoro, Georgia 30460. Application, dendline is May 25, 1992. Position available September 1, 1992. Georgia

Southern University is an Affirmative Ac-tion, Equal Orportually lostitution, Misor-lites are encouraged to apply. The names of applicates and norminess, resumes, and other general non-evaluative information are subject to public inspection under the Georgia Open Records Act.

### LEADERSHIP OPPORTUNITIES in Central California

### MANAGEMENT POSITIONS:

■ Director of College Activities - Fresno City College

SELECTION CRITERIA: Includes a master's degree; extent of experience in positions requiring public contact; extent of experience organizing group activities; extent of experience preparing and managing budgets; extent of fund raising experience; extent of experience working with individuals of various cultural backgrounds.

DUTIES & RESPONSIBILITIES: Under the general direction of the Dean of Students is responsible for oversight and coordination of the College Center; develops and implements student life activities; schedules events in the College Center; identifies, recruits and trains student club and organization leaders, develops and implements a student leadership program; serves as haison with community agencies having an interest in student activities; authorizes student organization sales and other fund-raising ctivities; coordinates the development of and supervises the procedures and activities of the student clubs and organizations; serves as advisor to the associated student body and ts various committees; maintains responsibility for the administration of the associated italient body budgets and report of student schedules to the Dean of Students; coordinates and administers the social, cultural, and recreational co-curricular programs; and participates as a resource member of Augmented President's Cabinet.

COMPENSATION: Salary is \$54,660 to \$68,860 based on amount of experience: plus \$1,044 for an earned doctorate.

Associate Dean of Instruction / Technical- 3 Industrial Division – Fresno City College

MINIMUM STANDARDS: Includes a master's degree in any occup technical area or a bachelor's degree in any occupational or technical area and a master's degree in Education.

DUTIES & RESPONSIBILITIES: Recommends to the dean of instruction edules of teaching assignments, class and room assignments; monitors the enrollment in classes and makes adjustments as appropriate according to registration trends and fiscal demands, serves in a flaison capacity between the faculty of the division and the

THE DIVISION: Over 35 programs, 40 full-time instructors and 80 part-time staff members. Included in these offerings are the Ford ASSET and General Motors ASEP autofficitive programs, automated technologies with an Advanced Technology Center, a series of apprenticeship programs and a residential construction program. Additionally, the division houses both Police and Fire Academies and a large, off-site, non-credit, open entry Vocational Training Center.

COMPENSATION: Salary is \$58,032 to \$73,104 based on amount of experience; plus \$1,044 for an earned doctorate.

Starting Date: 7/1/92

Filing Deadline: 6/1/92

GRAYS HARBOR

COLLEGE

College

Administrators

A rural community college of approximately 1,500 FTEs serving Southwest Washington seeks two outstanding education leaders. A vice president for instruction must have college teaching and administrative experience, A dean for student services must have experience in some aspect of student services. For information, contact Lucy Fridell, Grays Harbor College, 1620 Edward P. Smith Drive, Aberdeen, WA 98520, 206-532-9020, ext. 217. EOE.

Nursing: College of Nursing Director of Faculty Practice. Position available in beautiful southern coastal city, academic health science canter environment with undergraduate, graduate program with pro-

you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.

### ASSISTANT DEAN, HEALTH SCIENCES/NURSING

Primary responsibility to coordinate/supervise all programs related to Nursing, Master's degree in Nursing; eligible for license as RN in CA; meets requirements of the CA Board of RNs; required. Salary \$67,100-571,885/yr in 5 sleps; 11 mo. position. District will begin screening applications after 3/26/92. Excellent H&W benefits. For further information

Personnel, Mt. San Antonio College 1100 N. Grand Ave., Walnut, CA 91789 (25 mi E of LA) 714-594-5611, X4225 AA/EEO Employer

arsings Nurse Practitioner-Faculty nosions available. Rural Nurse Practitionerarchity needed for implementation of a
closer initiative in Health Profession Ed.
action in rural West Virgaria. Opportunias for interdisciplinary practice and teach
a. John appointment with Marshall Unicraity and West Virgania University
and West Virgania University
and West Virgania University
about of Nursing. Available July 1, 1922.
ontact Lyane Wetch, Ed.D.; Dean,

STATE

CENTER

COLLEGE DISTRICT

COMMUNITY

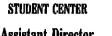
Numing Numing faculty, Reals University, Denver, Colorado. Postitions available for Fell, 1992, Full-time faculty position in the MSN Program, which is offered on as every other weekend format. Requires a doctoral degree, a MSN in a numing accelulty and experience in numing administration. Previous teaching systemetics at the graduate level preferred. One full-time and tration. Previous teaching experience at the stratural level preferred. One full-time and one half-time position available to teach in the undergraduate program. Regist undergraduate program offers traditional nursing, an accelerated option, and a RN to ISN oction. MSN in medical-surgical nursing or community health nursing or a related field, recent clinical experience preferred. Regist, a Jenuit university, provides and pravious teaching caperience, preferred. Regist, a Jenuit university, provides and excellent work environment. Qualified applicants should send a letter of interest and receillent work environment. Qualified applicants should send a letter of interest and receillent work environment. Qualified applicants should send a letter of interest and receillent work environment. Qualified applicants from qualified minority, women, and Jesuit candidates. EOE.

Nursing: Gardner-Webb College. Nursing faculty position. Full-time faculty rosition. North Carolina carpus. Required: MN-88N Program, Statesville. North Carolina campus. Required: MS in Community/Public Health Natsing: experience in Community Health Practice; provious teaching experience. Earned declorate in nursing or related field referred. Supported by the Baptist State Convention of North Carolina, Gardner-

Nursing: Faculty. Adult Health position. Position strictly fred for Fall, 1992, studect to funding approval. Dynamic foster ordered and fully accredited undergraduate program in Southern New England seeking qualified individual for full-time appointment to help impleasant new crurriculum. Expertise in polult health and MSN required. Teaching experience highly destrable. Candidates with Ph.D. and expertise in more than one cital-ral specialty siven preference. Department of Nursian offers under programs. Also and absorbites and sharp are negotiable, but will be common preference. Department of Nursian offers with education and experience. All inquiries should be addressed to Dr. Blizable Community should be common of Community Health Nursian, Georgia in Community Health Nursian, Georgia in Programs. Also and character of Community Health Nursian, Georgia in Programs. Programs of Community Health Nursian, Georgia in Programs of Community Health Nursian o

Nursing: Nursing Faculty. Tenure-earning faculty positions for Assistant Professors in Community and Adult Health Nursing in MLN-accredited BSN Program. Master's in Community or Adult Health Nursing and doctorate required. Closing date: Jude 15, 1992. BOM. Seed vits to Kathalenn Bloom, R.M., M.S., Chairperson, Search Committee, Department of Nursing, University of North Florida, 4567 St. Johns Bluff Road South, Jacksonville, Florida 32216.

Nursing: Community Health Nursing faculty position. The Department of Community Health Nursing faculty position. The Department of Community Health Nursing, Octopas State University, College of Health Sciences, is seeking to fill a full-time academic year faculty position with a doctorally prepared nurse with expertise in Community Health Nursing. Minimal requirements for all applicants include a nursing graduate degree and a doctorate in nursing or related field. Teaching assignments will include Community Health subjects are using in undergraduate, master's ducluding Nurse Practitioner



### Assistant Director for Program Services

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THE BROOKLYN COLLEGE

Brooklyn College is a comprehensive liberal arts institution, located on a 26 acre site in an urban setting, serving approximately 15,500 undergraduate and graduate students. The rampus community has a very theerse population, and the successful candidate must be experienced in working with highly motivated students in a multi-ethnic urban setting. The Student Center, serving as the College's cultural and social center, provides a tactify and the services to support a variety of programs for the campus community. This position reports to the Executive Director. Brooklyn College Student Center. The overall function of this position is to desclop and implement a variety of programs/activities that have educational, cultural, social and recreational value to students and coordinate all events scheduled in the Student Center.

Insure that all Student Center services required for scheduling operation of the Student Center.

Insure that all Student Center Programming Unit that serves to attract and engage student involvement in developing and implementing quality programs for campus community.

In conjunction with students, implement programs for campus community:

Nuture an ongoing relationship with campus departments and student Center scheduled:

Nuture an ongoing relationship with campus departments and student center schedule:

Natarching the Student Center to increase conference use during from usage periods of academis schedule:

Hire, train and supervise staff needs of his student Center Program Services.

area:

Perform other duties as assigned by
the Executive Director. The Executive Director,
Salary range is \$25,000 to \$35,000,
commensurate with qualifications and
experience. Bachelor's degree required, Master's preferred and at least
three (3) years' experience in Student
Union or Student Activity administration. Pending budget verification, it is
anticipated that this position will be
tilled by August 15, 1992.
Applicatis, should student occurs and Applicants should submit resume and references by June 30, 1992 for Jusein H. Benedicki, Ir. Executive Director, Brooklyn College Student Comer, Campus Road/East 27th Street, Brunklyn, New York 11210.

The Brooklyn College Student Services Corporation is an alimnative action and equal opportunity applicant

### **CORRECTION**

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In the April 29 issue of The Chronicle, the advertisement for: Metropolitan State College of Denver (Dean, School of Letters, Arts and Sciences), page B30 ran with an incorrect logo. The job description and response information appeared correctly. The advertisement appears in today's issue with the correct logo.

posed Ph.D. Position available July/Fall post May 27, 1922, and continue until position competitive salaries and faculty practice opportunities. ACNM cortification required or appropriate post master's nurse certification. Competitive salaries and faculty rank commensurate with education and experience. Direct inquiries to: Dr. Sharon E. Hoffman, Dean, College of Nursing, Medical University of South Carolina, Charteston, South Carolina, Charteston, South Carolina, 2423.

Nursing: Faculty (search re-opened)—West Chester University's Department of Nursing seeks applicants for a full-time, tenure-track faculty position that offers an operation of the following position that offers an operation of the control of the position of the control of the

rvuring seeks applicants for a full-time, itemus-track faculty position that offers an exciting opportunity to coordinate a new araduate community Health Nursing Prospan starting Pail of 1992. Expectations include teaching on both undergraduate and graduate tevels. MSN in Community Health Nursing is required. Doctorate required, nursing doctorate preferred. Experience in both teaching and administration at the graduate level is strongly preferred. Rank and salary commensurate with experience, Send letter of the strongly preferred. For the send offer of application and curriculum vitae; postmarted by June 1, 1992. O Dr. Billiego O. Percicht, Dopartment of Nursing, West Chester University, West Chester, Punnyivania 19383. AA/BOE. Wogen and minorities are encouraged to apply. of Community Health Nursing, Georgia State University, P. O. Box 4019, Atlanta, Georgia 30302-4019; telephone 4049 651-3048, prior to July 15, 1992. Georgia State University, a unit of the University System of Georgia, is an Equal Opportunity. However, and the Community Educational Institution, and is an Equal Opportunity. Affirmative Action Employer. Nurshra: Chincal Reculty/Family Nurse Practitioner (FNP). Unique oneortunity for FNP to Join model community/indeventy primary care chinc is rural South Carolina. Provide primary care and community education to rural cheets of all ages. Participate in the collaborative education of padecal, nurse practitioner, aocial work, pharmacy and public health stateents and in an interdisciplinary health care team Candidates must be ansater's propared and nationally certified or eligible. Submit framé to: Dr. Mary Ann Parsons, Dean, College of Nursing, University of South Carolina, Cohembia, South Carolina 29208; (801) 777-0917. USC is an AA/BOB.

### PLANNED GIVING OFFICER

The Chronicle of Higher Education • May 6, 1992

### Union Theological Seminary in Virginia

Union Theological Seminary in Virginia is seeking a Planned Gwing Officer for an established Planned Giving program. The Planned Gwing Officers responsible for all aspects of the Identification, cultivation and solidation of planned gifts for the seminary. This officer will administer the Planned Giving program, report to the Director of Development and assist in securing planned gifts for the seminary's capital campaign. Specific Responsibilities

 Market planned giving techniques for Union Theological Senionary through direct mail and personal contacts.
 Prepare and distribute planned giving literature including brochures and other information on charitable remainder trusts, gift annuities, pooled income funds, gifts of real estate, gifts of largible property, gifts of securities, and bequests.
 Coordinate and respond to inquiries arising from planned giving promotional materials and general Development Office literature. Pomona College announces two positions in the Office of Admissions.

Assist with development of seminar materials and present seminars on occasion to alumni, faculty, staff, churches, and friends of the seminary.

Prepare development proposals and present such proposals to prospective donors. Maintain personal contact with prospects to encourage interest in planned giving options. Coordinate activities incidental to making a gift, such as consulting with donor attorneys or advisors, to ensure the necessary arrangements for collection of the gift.

Serve as ilaison with volunteer groups and class representatives who assist with marketing planned giving programs.
 Recommend policy to Director relating to Planned Glving and/or seminary development activities.

Consideration will be given to candidates who have the following side and attributes: 3-5 years of direct experience in non-profit institutional development with involvement in planned/major gift solicitation, and knowledge of tax laws as applied to planned giving. The position require exceptional writing abilities, organizational experience, interpersonal and communication skills. If not a Presbyterian, the applicant should understand the life and work of mainline Protestant churches in general applicant should have or be willing to acquire an understanding of the organization and work of the Presbyterian Church in particular and the role of theological seminaries in the life of the church.

Send résumés by May 22, 1992, to:

Director of Development Union Theological Seminary in Virginia 3401 Brook Road, Richmond, Virginia 23227

### **EXECUTIVE OFFICER**

Dean of Students

Serves as the chief financial and business affairs officer for areas reporting to the Dean of Students (student services, athletics, heilth services, student housing, and recreational properties). Master's degree and 5 to 7 years fix all management experience or the equivalent. MBA preferred. Direct protessional experience in highly desirable. Budget planning, management, and negotialing skills are essential. Review of applications will begin on May 22 and will continue until the position is closed. Send letter of application and resume to Dean Ngma I ythcott. Chair of Executive Officer Search Committee, 600 Parkhurst Hall, Room III, Dartmouth College, Hanover, NH 03755-3529. An Albroude of Action Equal Opportunity Employer Women and momentum are emportuned to agree

College serves primarily a region of 10-12 counties with a comprehensive academic program based in the liberal arts. Send letter of amplication, reaumer, transcripts, and three letters of reference to Dr. L. F. Ellisworth. Vice Channellow and Dean, Clinto Valley College. College Avenue, Wise Virginia 24233, Review of applications will begin May 27, 1992, and continue until position is filled, AA/EO employer.

Personnel: Alabams State University is seeking applications for a Director of Personnel Services and Human Relations. The successful candidate about the proposed of the proposed

sponsible for faculty and staff recruiting, staff training, salary administration, employee counseling, solicy development and implementation. Master's degree in Personnel Management, or Personnel Administration, or a related field, with six to ten years of responsible experience in personnel is required. Candidates that do not have a degree in Personnel Management, or Personnel Administration but their work experience include ten years or more working in a university personnel office will be considered. Prior experience in a college or university personnel office is a must. Excellent oral and written commonicative skills are mandatory. Salary: Competitive. Starting date: Any time after june 1, 1992. Closing dele: Open until a selection is made. Send three (3) current letters of reference, transcriptis) and résumé to Mr. Arthur II. Pollard: Employment Menager; Personnel Office; Alabama State University; Montament, Alabama, 86(10). Note: An official Anhama State University application form will be mailed upon request. Ap Equal Opportunity. Affirmative Action Employer.

Pharmacy: Applications are being invited for the position of instructor-Coordinator. Ambusiacy Pharmacy: Externship in the Department of Pharmacy Practice at the Massachusetts College of Pharmacy and

see of specialization open. Send latter of tapleation, and fresume (including transcept), and fresume (including transcept), and fresume (including transcept), and the letters of recommendation for Dr. Leo O. Werneke, Dean, Petree City, District, 201 North Blackwelder, reasonly competitive. Applications close operated by the Applications close operated by the Oziahoma City University is sulfast, 1992. Oktahoma City University is other of the City Oktahoma City University is other of the City O ney, Neorana assertions; May 29, 1992.

Philosophy: Oklahoma for a tenge-met Assistant Professor in Philosophy britaning August 15, 1992, Pa D. prosired in the experience desired. Their box reaching experience desired. Theirs had able. Must teach one general election course seach semester (Philosophy of ture, Introduction to Ethics, Philosophy at ture, Introduction to Ethics, Philosophy on Philosophy and Philosophy of Political Science Department only to Political Philosophy and their problem and imper-division Problem and imper-division Problem and imperiod problem of Resides, External and Ethics for School of Resides, External Mileosphy / Religious Studies; Southern Caraction State University, Department of Palesophy, anticipates a tenure track toolion (seedons budget approval) at the Assistant Professor rank, bednaing Fall, 1992, Ph.D. required (completed and appropriate to the new atender will be fear-thing introduced by sky 1, 1992). The primary dather of the new atender will be fear-thing introduced in the state of the seedon of the seed



### Admissions Counselor & **Assistant Dean of Admissions**

The college seeks an admissions counselve and an assistant dean who will contribute fully to the operations of the office and who will have included among their responsibilities recruitment travel and planning in specified geographic areas, interviewing prospective students, review of freshman and transfer candidates, and development of regional alumni

admissions volunteers. Responsibilities to be divided among the new appointments include work in institutional research, database development, extensive work in writing, editing and publications development; work with Pagemaker and other PC driven systems. One will work closely with visitors programs. For both positions, experience with PCs, VAX and Compuserve System 1032 will be advantageous. Additional responsibilities that complement the interests and talents of the appointees and the needs of the

The eight members of the professional staff work with great autonomy and responsibility to manage programs and report directly to the dean of admissions.

Candidates must have a bachelor of arts degree. An appreciation for and understanding of the process of liberal education are essential. A commiment to the development of a socioeconomically diverse applicant pool and student body is critical. Previous experience in admissions is helpful but not required for the admissions counselor position. Candidates for the Assistant Dean position should have two years of experi-

Pomona College is a highly selective, coeducational, independent, liberal aris and sciences college enrolling 1,375 students. As the founding member of The Claremont Colleges, Pomona is part of a community of five undergraduate colleges and a graduate school with a combined student enollment of approximately 4,500 students. Lucated 35 miles easi of Los Angeles, Claremont is a suburban community with a population of approximately 4,500 students. Angeles, Claremont 19 a bus-amimately 35,000 residents.

A letter of Interest and résumé should be submitted by May 13, 1992 to:

Bruce J. Poch Dean of Admissions Pomona College 333 N. College Way Jaremont, CA 91711-6312

COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK

**ASSOCIATE** 

DEAN

The Associate Dean is responsible to the Dean for oversceing the overall educational activities of the School. The Associate Doan also assumes a major

leadership role in such areas as educational

development, educational operations, research and training, faculty staffing and development, and student

Qualifications include a Master's degree in social work

and a doctoral degree in social work or a closely relate

d field. A minimum of 6 years of social work education

is required, with achievement of academic rank of

rofessor or Associate Professor with tenure and

vidence of leadership contributions to social work

rough scholarly activity. Women and members of

forminations and applications should be forwarded to:

SCHOOL OF SOCIAL WORK

622 West 113 Street, New York, NY 10025-7982 Although nominations and applications will be accepted until the position is filled, those submitted by July 1, 1992 are best assured of receiving full consideration.

Ronald A. Feldman, Dean COLUMBIA UNIVERSITY

ninority groups are especially encouraged to apply.

programs and affairs.

Columbia Liniversity is an Affirmat

### CAL POLY POMONA

### Associate Dean - Environmental Design

Cal Poly Pornona invites applications and nominations for Associate Dean, College of Environmental Design, which includes Departments of Architecture, Art, Landscape Architecture, Urban and Regional Planning, and Environmental Studies. Architecture, Landscape Architecture and Urban and Regional Planning have fully accredited undergraduate and graduate programs. Environmental Studies' undergraduate program is under development. Dean's office oversees the activities of the Institutes of Environmental Design/Education and International Studies. The College has a diverte faculty and staff of 50 tenured and tenure-track faculty. 30 fecturers, and 18 staff. The Associate Dean is a teacher and administrator. Termanal degree and certification registration in related discipline required. Some teaching required. Must be eligible for faculty appointment within the College of RNV.

Available September 1, 1992. Salary is competitive. Review of applications will begin May 15, 1992 and continue until the position is filled. The University particularly encourages applications from women and individuals who will enhance multicultural and ethnic diversity of the College, AMEEO. For application and additional information, contact:

Search Committee, College of Environmental Design Dean's Office 7-229 Catifornia State Polytechnic University, Pomona 3801 West Temple Avenue, Pomona, California 91768-4048

### **DEAN OF STUDENT** PERSONNEL SERVICES

Duties include coordination of admissions, financial aid, housing, intercollegiate athletics, student conduct, and student activities/government.

Minimum M.A. Degree and five years' experience in Student Services administration required. Preference will be given to applicants with prior student information systems knowledge in a community junior college setting. Salary will be commensurate with education and experience. Applicant should send by June 1, 1992, a letter of application with a current resume including names, addresses and phone numbers of three professional references to:

Mrs. Mariene Fleischacker Director of Personnel Otero Junior College La Junta, CO 81050

Otero Junior College is an Affirmative Action, Equal Opportunity Employer.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.

### DREVIEWS OF COMING ATTRACTIONS

The San Diego Community College District will be announcing searches for three key administrative positions:

### **PRESIDENT**

**Mesa College** 

The **President** serves as the chief executive officer for Mesa College. With a diverse student population of 27,000, Mesa College is among the five largest community colleges in the nation.

### **EXECUTIVE DEAN, INSTRUCTION & DEAN OF VOCATIONAL EDUCATION** City College

The Executive Dean, Instruction is the institution's senior academic officer and provides leadership and direction for all instructional programs. The Dean of Vocational Education: School of Engineering and Applied Arts provides institutional leadership in the development and administration for all Carl Perkins projects and funds.

The District is now accepting "Letters of Interest" for all three positions. Formal application materials will be returned upon official announcement of the positions. Please send Letters of Interest to:



**Personnel Employment Office** San Diego Community Coilege District 3375 Camino del Rio South, Suite 330, San Diego, CA 92108-3883 (619) 584-6580 or 1-800-648-4023 outside California

An Equal Opportunity, Affirmative Action Employer

### Clark Atlanta University Dean School of Arts and Sciences

Clark Atlanta University is a comprehensive residential institution with approximately 4,000 students pursuing degrees from the baccalaureate level through the doctorate. The University, formed by the consolidation of Clark College and Atlanta University, has a 126-year history of providing educational opportunities to students of diverse

The Dean will report to the Provost/Vice President for Academic Affairs and will be the chief academic, administrative, budget and operations officer of the School. The responsibilities of the Dean include the evaluations of academic and administrative staff, the allocation of current resources and the short- and long-range planning of resources to achieve excellence in the academic and research programs of the school.

Successful applicants are required to possess an earned doctorate degree in an appropriate academic discipline, to have held positions of leadership and demonstrated high standards of performance, to have faculty leaching experience at the University level, to possess a record of publications and scholarship, and to have demonstrated strong and imaginative leadership supporting effective faculty and administrative staff interactions.

Letters of application and nominations, complete with the names of three references and a curriculum vitee, should be sent to:

Dr. Meivin R. Webb, Chair, Arts and Sciences Search Committee Clark Atlants University 208 Clement Hall 223 James P. Brawley Drive at Pair Street, SW Atlants, GA 30314-4391

Salary and benefits are competitive. Search will remain open until position is filled.

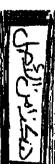
Clark Atlanta University is an Allitmative Action, Equal Opportunity Employer.

must have an earned doctorate in physical education with emphasis in science area. Screening will begin April 27, 1992 and continue until filled. Send letter of application, viu., graduate transcripts and three letters of recommendation to Dr. Rosemary Aten. Chairperson, Physical Education, Western illinois University, Mincomb, Litinois 61455. WIU is an AA/EO employer.

Physical Education: Barry College. Teametrack Assistant Professor of Health and
Physical Education. Doctorale required
with competence in exercise physiology
and kingeslotogy. Will teach melor's courses
in teacher training and sports training. Other
proposabilities will include augerylation
of faculty and staff flatones programs. Factities include flatess for life inboratory, two
gyanastums, and weight room. Berry Colteach and business. Located 65 miles southwest of Atlasta, Barry College has been
flated in U.S. New and World Report's
"America's Best Callegas". Send application, rissund, transcripts, and these letters
of reference to Dr. Hen Hawkins, Acting
Dean, School of Education, Borry College,
5029 Mt. Berry Station, Mount Berry.

Physical Education/Athletics: See display advertisement under Athletics and Physical Education for Indiana Westevan University

Physical Education/ Health/ Outdoor Recreation: Faculty position to teach physical education activity courses and elementary asked to the state of t





### DEAN

### SCHOOL OF LETTERS, ARTS AND SCIENCES

Metropolitan State College of Denver (MSCD) is accepting applications and numinations for the position of Dean of the School of Letters, Arts and Sciences. nominations for the position of Dean of the School of Letters, Arts and Sciences. Fruncied in 1963, MSCD is the largest four-year baccalaureate public institution in the United States. The College places a high value on teaching, learning, and personal interaction with students and is committed to delivering quality undergraduate education, and to brandening both access and diversity. The faculty of MSCD are equally committed to service to the College and the sumounding community. The College is costanized into three Schools: Business: Letters, Arts and Sciences: and Professional Studies. Located in downtown Denver, the College shares the 171-acre campus of the Auraria Higher Education Center with two other postsecondary institutions. A full- and part-time faculty of 850 offer undergraduate degrees to a diverse and talented student body. Currently, MSCD provides educational upp intunities to approximately 18,000 residents of the greater Derver metropolitan area. the greater Deriver metropolitan area.

the greater Deriver metropolitan area.

The School of Letters, Arts and Sciences comprises stateen academic Departments: Art, Biology, Chemistry, Earth and Atmospheric Sciences, English, History, Journalism, Mathematical Sciences, Modern Languages, Music, Philosophy, Physics, Pobilical Science, Psychology, Sociology/Anthropology, and Speech Communication. Housed in the School are a number of Institute for Speech Communication. Housed in the School are a number of Institute for Women's Studies and Services, and MSCD's Center for Visual Arts, an art gallery for aled in downtown Denver. The Colorado Alliance for Science, a statewide effort to encourage science and mathematics teaching and learning, is an integral part of the School. Recently, a Family Center has been developed and a Mathematics, Science and Environmental Education Center has been Disoposed.

The School of Letters, Aris and Sciences offers the bulk of the General Studies curriculum required for all degrees. The School's 180 full-time and 300 part-time faculty offer courses in 28 majors and 32 minors. Currently, over 4,000 students major in programs in the School, and the School of Letters, Aris and Sciences is responsible for 62% of the College's total credit hour production. Students wishing to earn curtification as teachers chapte a Letters, Aris and Sciences major, and some programs in the School also offer internships and cooperative education opportunities.

Dulloss Chief attentionals arises offers of the School of Letters. Arts and Sciences.

Sciences major, and some programs in the School also offer internships and cooperative education opportunities.

Duties: Chief administrative officer of the School of Letters, Aris and Sciences, reporting to the Provost and Vice President for Academic Affairs. With the advice of the School's faculty and Chairs, the Dean is responsible for the future development of the curricultum; strategic planning and administrative oversight, including recruitment and appointment of faculty and staff; budget; external relations; and fund raising. The Dean will be expected to advance the quality of undergraduate programs in the School of Letters, Arts and Sciences, their relationships with other academic units, and their significance to the College's external environment. The Dean will also be responsible for establishing and arts communities, and will be expected to provide visionary leadership in strengthening the role of the School and the College as contributors to the educational and economic development of the region.

Qualifications: The successful candidate will be a strong leader, with excellent interpersonal skills, and demonstrated success in team building and academic planning. Accomplishments must include: 1) sufficient background to qualify and a tenured senior faculty appointment; 2) successful administrative experience with liberal arts and sciences programs; 3) established record of effective fund raising; and 4) substantial experience building cooperative ventures with both the public and private secturs. The successful candidate must possess an earned doctorate in a discipline appropriate to the School of Letters. Arts and Sciences, and must also have demonstrated success.

Rank and safary for this position will be based on credentials and experience. Appointment includes a generous fringe benefit package. Appointment is expected August 1, 1992, or as soon thereafter as possible. NOTE: Screening of applications will begin in mid-May 1992. Applications will be accepted until

Application Procedure: Send a letter of application relating the applicant's qualifications to duties and requirements of the position, a current Curriculum Vitae, and the names, addresses and telephone numbers of at least five refer-

Dr. Jodi Weizel
Professor of History and Director
Institute for Women's Studies and Services
Metropolitan State College of Denwer
Campus Box 36
P. O. Box 173362
Denver, Colorado 80217-3362

METROPOLITAN STATE COLLEGE OF DENVER
IS AN EQUAL OPPORTUNITY EMPLOYER. APPLICATIONS FROM
MINORITIES AND WOMEN ARE PARTICULARLY INVITED

Physics Position for September, 1992. Assistant Professor (teaurs-irack). Algebrabased physics, introductory mathematics, calculus-based physics, Custifications: Master's in Physics required; Doctorate in Physics size Application are aligned for May 20, 1992. For further information and a position of the professor of the population are required. The rostion form, write Dr. Alen D. Allen, Retrait College, Waterka, Georgia 1983.

Political Sciences Instructor. Pikes Peak Community College, Colorado Springs, for the 1992-1993 school year beganing Angust 24. Master's degree required, in Political Science or Teaching with emphasis in Political Science or Teaching with emphasis in Political Science, classroom experience dishistant teaching accepted). Nine-manth contract with possibility of conlinuing employment, Salary S23, 306-245, 200 depending on experience, plus benefits. For more reference the contract of the professional for the professional for the professional for the professional form and ecade did transcripts to: Dr. Linda for Psychologia, Coursella Center, the University for the professional forms and ecade did transcripts to: Dr. Linda for Psychologia, Coursella Center, the University for the professional forms and ecade did transcripts to: Dr. Linda for psychology.

contract with possibility of conflating employment. Salary \$23, MO-524, 500 depending on experience, plus benefits. For more information, cell PPCC Human Resource Service, 719-546-7557. AA/BOB.

Political Sciences Assistant Professor, nine month, tecure track. Fall, 1992, \$23, 506; Ph. D. in Political Science required and supporting teaching field (18 araduate hours desirable; teach 12 undergraduate hours each semester in wide range of political science courses; travel required. Send letter, risund, and applications or nominalities to its. Robert Overfelt, Chair of General Studies, Sul Ross State University Del Rio Center, 207 Widest Drive, Del Rio Center, 207 Widest Drive, Del Rio Center, 207 Widest Drive, Del Rio Ross 78840. Deadling for submission of materials is May 25, 1992. EEC/AAE.

Psychology: Psychologist. The University of West Florida is seeking a psychologist whose responsibilities will include: psychologist of whether any, vocational counseling, outreach programs, supervision of psychology trainces, and consultation. Academic appointment in Psychology is possible, and staff members may be involved in clinical and research supervision as well as teaching. We seek someone with a doctorate from an accredited college or university in



### DEAN OF THE COLLEGE **OF SOCIAL AND BEHAVIORAL SCIENCES**

The Ohio State University invites applications and nominations for the posi-tion of Dean of the College of Social and Behavioral Sciences. The Dean is the Chief Executive Officer of the College and reports to the Provost of the University. The College is one of five colleges that comprises the university's Arts and Sciences.

The College contains the departments of Anthropology, Communication, Economics, Geography, Political Science, Psychology, Sociology, the Division of Speech and Hearing Science, and the School of Journalism. It has a faculty of 240 and an annual budget of \$35 million. Also reporting through the Dean are the Center for Human Resource Research and the WOSU radio

Qualifications for the position include a distinguished scholarly record and demonstrated leadership and administrative abilities. Candidates must qualify for a tenured appointment at the rank of Professor in one of the units of the College. The University has an aggressive affirmative action prugram and seeks an individual with a strong commitment to this concept.

To assure full consideration, applications and nominations should be received by June 30, 1992. Applicants should send a letter, a curriculum vitae, and the names and addresses of at least three references. The Search Committee will hegin screening dosslers on that date and will continue to review applications until the Dean is selected. Salary is commensurate with background and experience.

Applications and nominations should be addressed to:

Dr. Carole A. Anderson, Chair College of Sucial and Behavloral Sciences Dean Search Committee 203 Bricker Hall 190 North Oval Matl Columbus, OH 43210

The Ohio State University is an Equal Opportunity, Affirmative Action Employer. Qualified women, minorities, Vietnam-era Veterans, disabled veterans and the disabled are encouraged to apply.



### UNIVERSITY OF WISCONSIN-MILWAUKEE **SCHOOL OF NURSING** DEAN

Position available 1 September 1992. The School, in an urban university, has strong scedemic programs at the Baccalaureate, Master's and Doctoral levels. More than 43 doctorally prepared faculty and 60 instructional/assistive staff are housed in 3 departments: Poundations of Nursing; Health Maintenance; and Health Restoration. Resources include Center for Nursing Research and Evaluation, community based Nursing Center, Nursing Cultural Center, and affiliations with many community health care agencies.

The Dean is the chief administrative officer of the School, reporting to the University Chancellor and participating in a shared governance system with faculty. Qualifications needed include leadership in planning and development, resource management, external fundraising, internal and external representation, Candidates must be recognized nationally for scholarly achievements, must meet university requirements for tenured professor, and be eligible for nurse licensure by the state.

Due to the constraints of the end of the academic year, the closing date for letter of application and curriculum vites or nominations has been delayed to the close of business 1 July 1992. The University of Wisconsin System is required to release, within two days of a request after the deadline for receipt of nominations and applications, a combined list of all nominees and applicants without differentiation.

Send to: Professor Richard Dittman, Chair, Search and Screening Commit-tee—Nursing, (36 Physics Building), University of Wisconsin-Milwaukee, P.O. Box 413, Milwaukee, Wi 53201.

An Affirmative Action, Equal Opportunity Employer Women and Minorities are especially invited to apply.

mit a letter of interest, résumé, and three letters of roference by June 15, 1992. The search will continue until the position is filled. Bradford D. King, Ed.D.; Director, Student Counseling Services; University of Southern California; 3175 South Hoover Street; Suite K; Los Angeles, California 30007-7796. USC is an Equal Opportunity, Affirmative Action Employer. Women and chain and chain Employer. Women and chain minorities are strongly encouraged to apply.

Psychology: Teacher. Arkansas Stale University-Beabe Branch is seeking a tenure-treatment.

90007-7796. USC is an Equal Opportunity Affirmative Action Employer. Women and ethnic minorities are aircogy encouraged to apply.

Psychology Intern. Predoctoral interestip. Colpate University Counseling and Psychology interestip Counseling and Psychology and at least particular descriptions of the following courses; introduction to Exceptional Children; Child and Adolescard Interestip of the person who has completed graduate course work lending supervised Children experience. Preference will be given to advanced coctoral students in clinical or connecting psychology; the animum educational requirement is an M. Ed., M.A., or M.S.W. Position offers supervised work—individual psychotherapy, primarily, with opportunities for group hierapy. consultation, and outreach in a clinic providing mental health services to a small, private, liberal arts institution. Exceptional Children; Chapter descriptions are descripted in the control of the following courses; and Development; Classroom Rapering, and Mayor and Saturday teaching may be required. Preferred Qualifications: Master's degree required: Ph.D. preferred. Teaching experience destinable. Good communications sicilia required control of the following courses. Active the program of the following courses. The complete program is program. Location/Size: ASU-Seebe is a branch campus of Arkansas State University-Health State of the following course; introduction to the Exceptional Children; Child and Adolescent in clinical or connection of the following course; and Developmental Psychology and at least of Exceptional Children; Child and Adolescent in Children; Child and A



every week in The Chronicle.



### DEAN OF ADMINISTRATION

### Schenectady County Community College

Applications and nominations are invited for the position of Dean of Administration at Schenectady County Community College. SCCC is a public, comprehensive community college located in the Cartal Region of New York, offering 36 degree and certificate program. It is in an urban setting and is a component of the 64-campus State University of New York System. The current enrollment exceeds 4,000 with a annualized FTE of 2,200. The annual operating budget is approximately 510.9 million.

The Dean of Administration reports directly to the President of the Colege, serves as a member of the President's Council, works dosely with public executives, and supervises and coordinates the administrative support and fiscal operations of the College.

Areas supervised by the Dean of Administration include: finance and accounting: purchasing and contracting: administrative computer services; physical plant operations and facilifies planning; security and safet; budget planning, preparation and control: and contract administrative for the two professional and Civil Service unions.

Qualifications for the position include: a master's degree in a basinerelated field; five years of current job-related experience in financial
business operations; a record of successful management and staff leadship in higher education: effective interpersonal, organizational and
communication skills; and a commitment to the philosophy of the conprehensive community college and to total quality management.

The Dean of Administration will, ideally, assume this position or a
about September 1, 1992. The starting salary is \$52,000-\$58,000, with
excellent fringe benefits.

Applicants should send a letter of application and a resume by June 9,

Ms. Carolyn Taylor Coordinator of Personnel Services Schenectady County Community College 78 Washington Avenue

Women and minorities and persons with disabilities are encouraged to upply.

### DEAN OF THE SCHOOL OF ARTS AND SCIENCES

Saint Bonaventure University

### Position: Applications are invited for the position of Dean of the School of Arts and Sciences to be available September 1, 1992.

Description: Saint Bonaventure University is a liberal arts university in the Franciscan tradition with an enrollment of approximately 2,100 undergate ate students and approximately 500 graduate students. The Dean of Att and Sciences is expected to be an innovative, dynamic leader committed to the highest ideals and standards of a traditional liberal education. The Dean ports to the Vice President for Academic Affairs and is responsible for university in the vice President for Academic Affairs and is responsible for university in the vice President for Academic Affairs and is responsible for university in the vice of the unit is advocate for all of the thirteen departments and several programs, the Dean expected to sustain and enhance an environment of academic excellence.

Qualifications: An earned doctorate or terminal degree with creterials suitable for tenure in a department in the school and a distinguished record teaching and scholarship are essential requirements. Prior administrative society is destrable.

Application: Letters of nomination are welcome. Full applications should include a letter of application, a current resume, and names, addresses and telephone numbers of five references. Screening of applications will begin a June 15, 1992 and will continue until the position is filled. Send applications or nominations to: Afternative Action Office, Chair of the Search Committee to the Dean of the School of Arts and Sciences, P. O. Box CA, St. Bonavenker University, St. Bonaventure, NY 14778.

Saint Bonaventura University is an equal opportunity employe

letter of application, réaumé, copies of transcripts, and list of references to: Psychology Search Committee, c/o Director of Personnel, Arkansas State University. P. O Drawer II, Beebe, Arkansas 72012-1008, AA/EOB.

Psychology: Instructor, Nicola Valley Institute of Technology Instructor for 1992-1993 academic year to teach Introductory Psychology. Basin Committee, and the committee of the com

clink providing mental health services to a small, private, there are a trained and arts institution. Retearth interests encouraged and supported. Appointment begins August 16, 1972; all pend \$15,000, plus generous benefits. Applications should locking vita and references. The review of applications will begin immediately and construe until the opening immediately an

Opportunity, Affirmative Adda of Psychology: Clinical Psychology: Per Psychology: Clinical Psychology Per Psychology: Clinical Psychology Psych



### DEAN **SCHOOL OF BUSINESS ADMINISTRATION Portland State University**

Portland State University Invites applications and nominations for the position of Dean, School of Business Administration.

UNIVERSITY AND SCHOOL: Portland State University is strategically located in the population and business center of Oregon on a 32-acre campus with 28 major buildings in the tree-lined South Park Blocks district of downtown Portland. Total enrollment exceeds 14,000, including more than 3.500 graduate students. Portland State was granted university status in 1969 and is a relatively young and growing university with an active continuing education program. The newly renovated Branford Price Millar Library holds more than 850,000 bound volumes and 11,000 serial subscriptions. As Oregon's major urban university, Portland State serves as the center of the educational network within the Portland metropolitan area. scriptoria. As occasional network within the Portland metropolitan area. Distinctive features of the School of Business Administration include commitments to international business and to the teaching, research, and practice of total quality management, reflecting fundamental concerns with business competitive excellence and the globalization of the market-place. The School is a partner in the Oregon Executive MBA program and participates in the University's System Science doctoral program. All academic programs, undergraduate and graduate, are AACSB accredited. In addition to the MBA, a Master's in Taxation is also offered. Approximately one quarter of the undergraduate degrees and one-sixth of the graduate degrees awarded at Portland State University are in Business. The 3,000 undergraduate and 700 admitted graduate business students are served by 50 full-time and 20 part-time faculty. The School is actively supported by the business community through the Corporate Associates Program. EESPONSIBILITIES: The Dean provides academic and administrative lead-Its Possible to the School's teaching, research, and administrative leading to the School of Business Administration, and reports directly to the Provost. The Dean is responsible for improving and promoting the quality and effectiveness of the School's teaching, research, and service missions. QUALIFICATIONS:

Candidates with an academic background must possess an earned doctorate and qualify for appointment as a tenured professor in the School;

 Candidates with a business background must have a strong record of leadership and achievement, and a demonstrated commitment to and an understanding of higher education; Demonstrated ability to lead, offer vision, and successfully manage professionals in academic, corporate, or governmen-tal organizations;

Demonstrated success in securing external support and/or fund raising with a commitment to broadening support from the metropolitan Portland business community;

 Possess personal qualities that will facilitate collaborative relationships within the University and the School, and among business leaders and alumni. SALARY: Competitive

BEGINNING DATE: January, 1993 (negotiable)

APPLICATIONS AND NOMINATIONS: Review of applications begins June 15, 1992 and will continue until the position is filled. Candidates should submit a letter of interest, curriculum vitae or résumé, and names of three

Undsay Ann Desrochers, Search Co-Chair Vice President for Finance and Administration Portland State University P. O. Box 751 Portland, OR 97207-0751

Phone: (503) 725-4444; FAX: (503) 725-5800 fortiand State Liniversity is an equal opportunity, affirmative action employer. Minorities, women, and members of other protected groups uraged to apply.

\*\*\*\*\*\*\*

### **DEAN**

### **Social Science** and Allied Health

esponsible for the areas of criminal justice, education, early childhoo education, seeing phy, history, philosophy, political science, psychology, seciology, medical essisting, medical records technology, nursing (ADN and LPN), occupational therapy assistant, physical education, physical therapist assistant and respiratory care.

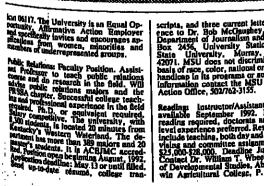
Qualifications include: Doctoral degroe in appropriate field preferred. College leaching and administrative experience at the department level required. Community College experience in a collective bargaining setting preferred.

Starting salary is dependent upon qualifications but starting range is \$45,000 to \$55,000.

Lehigh County Community College, located on an attractive suburban campus, is near Alientown, PA and has an enrollment approaching 3,000 credit students.

Send letter of application and résumé by June 15, 1992 to:

Lehigh County Community College Director of Human Resources Schnecksville, PA 18078



scripts, and three current letters of reference to Dr. Bob McGaughey, Chairman, Department of Journalism and Radio-Tv. Box 2456, University Station, Murray State University, Murray, Kenucky 42071. MSU does not discriminate on the basis of race, color, national origin, sox, or handleap in its programs or subvitles. For information contact the MSU Affirmative Action Office, 502/762-3155.



### **DEAN**

### SAM M. WALTON LEADERSHIP CHAIR College of Business Administration UNIVERSITY OF ARKANSAS

Applications and nominations are invited for the position of Dean, College of Business Administration. This individual also will be the first holder of the Sam M. Walton Leadership Chair in Business.

Responsibilities: The Dean provides academic, intellectual, and administrative leadership to the College and reports directly to the Vice Chancellor for Academic Affairs. The Dean is responsible for improving and promoting the quality and effectiveness of the College's instructional, research, outreach, and development programs. The basic budget for the college is more than \$8 million with a permanent endowment of \$12

Qualifications: Candidates should have either (1) an earned doctorate in business administration or economics and qualify for appointment as a tenured professor in the college or (2) a business background with an outstanding record of leadership and achievement and a demonstrated commitment to and an understanding of higher education.

Candidates will be evaluated using the following guidelines:

Ability to lead and successfully manage professionals in an academic setting;
Commitment to excellence in teaching, research and service, with maintenance of an appropriate balance

Success in securing external support and/or supporting fund-mising activities;

 Understanding of, and experience with, the AACSB accreditation process;
 Personal qualities that will facilitate working relationships with the University, its alumni, and among business leaders:

Commitment to Affirmative Action, Equal Opportunity, and cultural diversity.

University Environment: The University consists of the Colleges of Agriculture and Home Economics, Arts and Sciences, Business Administration, Education, and Engineering, as well as the School of Architecture, Graduate School, and Law School. There are 800 faculty members and enrollment is approximately 14,000 students, including about 2,000 graduate students.

The College of Business Administration consists of approximately 80 full-time faculty serving approximately 2,800 undergraduate students and more than 200 graduate students. The College is organized into six academic departments—Accounting, Computer Information Systems and Quantitative Analysis, Economics, Finance, Management, and Marketing. Baccalaureate and Doctorate of Philosophy degrees are offered in each of the departments, while master's degrees are offered in Accountancy, Business Administration, and Economics. In addition, the College supports the Bessie Moore Center for Economic Education, Bureau of Business and Economic Research, Small Business Development Center, County Management Information System, and Outreach Center (including both entrepreneurial services and management education). The College of Business Administration and the Department of Accounting are both AACSB accredited at the baccalaureate and master's levels.

Salary: The individual selected as Dean also becomes the first holder of the Sam M. Walton Leadership Chair in Business. The Sam M. Walton Leadership Chair has a substantial endowment that will allow a total compensation package that is very competitive with doctoral-granting AACSB Colleges of Business Administration. In addition, the Chair endowment will provide support of college-wide activities of interest to the

General Information: The University of Arkansas is in Fayetteville, a community of 45,000 located 115 miles east of Tulsa, Oklahoma (a metropolitan area of over one-half million people). Fayetteville, with clean air and pure water, provides a high quality of life and one of the lowest cost of living indexes in the country. Located in rolling, wooded country in Northwest Arkansas at the edge of the Ozark Mountains and Beaver Lake, Fayetteville enjoys some of the best scenery in the country. Nevertheless, the dynamic trade area contains over 210,000 people and the home office of such publicly-traded companies as Wal-Mart, Tyson Foods, and J. B. Hunt Trucking Company. Other major employers are found in the manufacturing, retail, medical, utility, governmental and educational sectors.

Applications and Nominations: The Search Committee will begin screening applications in mid-May, 1902. Applications and nominations will be accepted until the position is filled. The person chosen should be able to begin by July 1, 1903, though an earlier date is preferred. Complete applications must include a resume of education and experience (and the names, addresses, and telephone numbers of three references). Nominations and applications should be sent to:

Dr. Neil M. Schmitt, Chair Search Committee for Dean of Business Administration College of Engineering, BELL 4183 University of Arkansas Fayetteville, AR 72701

Women and minorities are encouraged to apply. The University of Arkansas is an Equal Opportunity,
Affirmative Action Institution.

references to Dr. Barry A. Davies, Chair-person, Department of Reading and Lan-guage Arts, Central Consectived State Uni-versity, New Britain, Consecticut 96030-4010. Review of candidates will begin on May 29, 1992. CCSU is an AA/EO employ-er. Women, minorities, the handicapped and veterans are encouraged to opply. ABAC Station, Tifton, Georgia 31794-2693, AA/EEO.

ing undergraduate and graduate reading ing undergraduate and inservice teachers, freshma reading courses, and related secholarship/service. Appointment described and inservice appointment of application, vitae, three references, and transcripts to Dr. Betsy Stafford, Division of Teacher Education, Spring Hill College, Mubble, Alabama 3606. An Equal Opportunity Anapolever.

Reading/Language Arts: Assistant Professor, Pall 1992, tenure track, pending fundamental and position. To feach undergraduate and ing of position. To feach undergraduate and ing of position. To feach undergraduate teading graduate teacher education courses in children.

tunity Employer.

Reading/Language Arts: Assistant Professor, Pall 1992, tenure track, pending fundang of position. To teach understraduate and graduate teacher adjustion courses in children's literature, developmental reading and integrated inaguage arts, especially teaching priling in the elementary school for the Department or Reading and Language Arts; organe in scholarly activities; perfectors in department, achnol and university activities; advise studenta, etc. Earned doctorate: elementary or secondary school classroom experience; and constituent to outreach and multicultural programs in schools required, College level teaching experience preferred. Credentials and experience substantially comparable to the above will also be considered. Send letter of application and returned with names, addresses and telephone numbers of three

ary commensurate with qualifications and experience. Interested applicants about send a letter of application, a resume that includes coaching experience, educational experience, and other particular data and three letters of recommendation no later than May 14, 1992 to: Dr. Gres Hawver, Chair, Department of HPIR, Georgia Southwestern College, 800 Wheatley Street, Americas, Georgia 10709-4693. GSW is an Equal Opportunity, Affirmative Action Eurologer. Recreation: Director of Recreational Programs, Oxford College of Recry University, a two-year undergraduate division of Recry University located 30 miles cant of Atlanta near Contention, Georgia, asseks a Burory University located 30 miles cast of Adapta mar Covington, Georgia, seeks a Director of Recreational Programs. This is a new position charged with the responsibility for internating aports and special rectaining the programs. The season of the following the programs of the following areas: total and programs of the following and programs of the following areas: total and programs of the following and programs of the followin

Registrar Requires bachekor's degree plus two years' related experience; prefer experience at an educational institution. Applicants should have supervisory and office management experience, knowledge of to-cords procedures and federal reporting of quirezents, strong interpersonal skills, demonstrated organizational abilities, shills to intest deadlines and work under pression of the procedures and work under pression of the procedure and work under pression of the pression





### THE UNIVERSITY OF TEXAS AT BROWNSVILLE

### - Dean, College of Science and Mathematics

The Dean of the College of Science and Mathematics is responsible for the The Dean of the College of Science and Mathematics is responsible for the administration of undergraduate and graduate programs within the College. The Dean makes recommendations to the Vice President for Academic Affairs Concerning academic and non-academic appointments, reappointments, promotions, meril, dismissals, and lenure. The Dean plans, administers and coordinates educational curricula with the department chairs, prepares reports concerning the goals, academic, progress, and outcomes of the College, and serves as liaison between the College of Science and Mathematics audicidies excess and Colleges within the University. The Dean is responsible for the continuous study of the curricula, the revision and development of new courses of study, the encouragement of research and teaching excellence, the coordination with external agencies, development of class schedules, the maintenance of adequate College resources and preparation and management of the College's budget.

A decrease of Science and

A doctorate degree in a discipline offered by the College of Science and Mathematics is preferred. A master's degree will be considered. Candidates mist have a record of successful reaching and scholarship, and demonstrated administrative experience in instructional programs. Cardidates should be able to communicate effectively with diverse constituencies and be committed. 3.cd to affirmative action policies. Demonstrated experience in development and implementation of new programs, knowledge or experience with region-al accreditation associations and Texas higher education regulations, poli-cies, and procedures are desirable.

### Dean, School of Business and Industry

The Dean of the School of Business and Industry is responsible for the administration of undergraduate and graduate programs within the School of Business and Industry. The Dean makes recommendations concerning academic and non-academic appointments, reappointments, promotions, merit, dismissals, and tenure to the Vice President for Academic Affairs. The Dean plans, administers and coordinates educational curricula with the department chairs, prepares reports concerning the goals, academic progress, and outcomes of the School, and acts as Itaison between the School of Business and Industry and other schools and Colleges within the University. The Dean is responsible for the continuous study of the curricula, the revision and development of new courses of study, the encouragement of research and teaching excellence, the coordination with relevant external agencies, development of class schedules, the maintenance of adequate School resources and preparation and management of the School's budget.

A doctorate degree in a discipline offered by the School of Business and

A doctorate degree in a discipline offered by the School of Business and Industry is preferred. Candidates must have a record of successful teaching and scholarship, and demonstrated administrative experience in instructional programs. Candidates should be able to communicate effectively with diverse constituencies and be committed to affirmative action policies. Demonstrated experience in development and Implementation of new programs, knowledge or experience with regional accreditation associations and Texashigher education regulations, policies, and procedures are desirable.

The University of Texas at Brownsville is one of fifteen component institu-tions operated by The University of Texas System. It is located in the southern tip of the state of Texas, 20 miles from the Gulf of Mexico and one block from the Texas-Mexico border. Its most unique characteristic is a recently turned partnership with Texas Southmost College, a Comprehensive community college located on a shared campos in Brownsville, Texas. The partnership allows for the University and the Community college to constant units a secallows for the University and the community college to operate while a consolidated administrative structure, a combined faculty and a shared teaching mission to provide for continuity in curriculum, efficient use of resources, and high quality instructional programs.

salaries are competitive and commensurate with qualifications and experi

Applications: Completed applications should contain a letter of application, resume or vita, transcripts, and three letters of recommendation. Candidates invited to interview may be required to submit additional information by the Search Committee. Applications will be reviewed beginning June 1, 1992 and continue until the positions are filled. Applications should be sent to:

Alexa Prister, Acting Director of Human Resources The University of Texas at Brownsville 80 Fort Brown Brownsville, Toxas 78520

UTB is a "Smoke-Free institution". Smoking is not permitted in any facility of the University.

Registrari The University: Arizona State University, Rocated in the city of Tempe in matropolitan Flocenix, a comopolitan, oul-turnity diverse agen of approximately 2.5 million people, invites applications and nominations for the position of Registrar. ASU is a major research and multi-campus university contracted of Unireen colleges, with a population of approximately 43,000 students. The registrary affice is one of the thirteen distinct departments within student affairs. Responsibilities; Under administrative direction, the registrar reports to the vice president for student affairs. Examples of duties include: analyzing, plantical and developing services to meet the rection of students and the reademic community; providing leadership and direction in the implementation and maintenance of complex and computerized information. munity; providing leadership and disection in the implementation and maintenance of complex and computerized information and student database systems; researching, planning, and implementing programs for all phases of academic registration and records maintenance; managing all functions of the registrar's office, including the establishment of goals and objectives for the office, the development of the registrar's total operating budget of over \$2.000,000, and the review of residency status for taltion and financial aid purposes; interpreting least, rules, regulations, and policies governing registrar functions, representing the interests of the university to external interests; promoting the principles of affirmative acids and indicate of student developmental theory and practice; skill in written and verbal communication; skill in establishing and maintaining effective working relationships. Minimum qualifications: A Master's degree and five years of progressive administrative management experience with complex, integrated and computerized information and student detabase syst ms. Preferred qualifications: A Doctorate ogree, management experience with complex, integrated and computerized information and student detabase syst ms. Preferred qualifications: A Doctorate ogree, management experience with complex, integrated and computerized information and student detabase syst ms. Preferred qualifications: A Doctorate ogree, management experience with complex and provious in a large sublic university, and previous

### **DEAN**

### Institute of Technology

### University of Minnesota, Twin Cities

The University of Minnesota, Twin Cities, invites applications and nonlinations for the position of Dean of the lastitute of Technology. The Dean is responsible for providing leadership and helping to focus the intellectual direction of the Institute, for representing the Institute's interests on campus and to external constituences, for planning and oversecing the development of its academic programs, and for the administration of the Institute, including appointments and bindger. The Dean reports to the Vice Provinct for Art, Scienices, and Engineering.

Art, Sciences, and Engineering
With 40,000 undergraduate and graduate students enrolled, the University of Mituresists,
Twin Clines, is one of the largest land-grant universities in the nation. The listitute of
Technology is the University's second largest collegate unit and the state's premier
college of science and engineering. It is comprised of the following departments—Chemistry, Geology and Geophysics, Mathematics, Physics and Astronomy, Aerospace Engineering and Mechanics, Chemical Engineering and Materials Science, Civil and Mineral
Engineering. Computer Science, Electrical Engineering, and Mechanical Engineering.
The Instruct of Technology also includes a number of other programs, including federally funded research centers in such areas as applied mathematics, interfacial engineering. A
high performance computing.

The Institute of Technology has 430 faculty members, 4,540 undergraduate students, and 2,000 graduate students. Aroual expenditures are \$130 million per year. Of that mount, \$50 million are from state sources and more than \$70 million are from sportsored re-

The successful randidate must have-

The successful candidate must have—

a meaned observance or requisite terminal digree in the applicant's area of study

a record of reaching and scholarly activity commensurate with appointment as a
tenured professor in a department of the Institute

a strong communent to arademic sectlence and to high academic standards

demonstrated ability to work effectively with such groups as faculty, staff, students,
alumni, and other external constituencies, including the larger professional selectific
and engineering community

administrative experience

an ability to articulate effectively the University's and the Institute's indisacoits

alternations undusted faculty and administrative experience at a research unaversalty and an appreciation for the role of a land-grait university.

Anniteations intuit be neurmarked for Fax-dated by July 1, 1993 and should methods a

an appearation in the role of a fand-grant interests; intoms must be postmarked (or Fav-dared) by July 1, 1992 and should include a spressing interest, a via, and the names, addresses, and telephone numbers of terences. References will not be contacted without the approval of the candidate attorns of pathfield individuals are encouraged; these should be received by the July lline. Send to:

Professor II. Fed Davis, Chair, Search Committee Dean of the Institute of Technology University of Munesots, 151 Amundson Hall 421 Washington Avenue Southeast, Minneapolis, MN 55155 Fac 612-626-7246

The University of Minnerola et committed to the policy that all persons thall have accept to its programs, facilities, and employment without regard to race, color, reced, religion, national origin, sex, age, martial itams, disability, public artistance tistus, veterou status, or textual orientation

### GENESEE **COMMUNITY COLLEGE**

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Genesee is a 3000-PTE comprehensive community college in rural Western New York seeking an

ASSOCIATE DEAN OF INSTRUCTION for HUMAN COMMUNICATIONS AND BEHAVIOR

to lead faculty and staff in Humanities, the Arts, Physical Education and Social Science. Minimum qualifications include earned doctorate, three years' full-time post-secondary teaching, two years' program administration at the department level or comparable supervisory experience. Anticipated hiring range \$44-\$47K; excellent fringe package. Committee review of applications will begin May 18; anticipated appointment date August 1, 1992. Send letter, résumé, names/addresses/phone numbers of four references to: Thomas Taladdresses/phone numbers of four references to: Thomas Tal-bot, Director of Personnel, Genesee Community College, One College Road, Batavia, NY 14020. AA/EOE.

An employer raid advertisement.

Research/Blockembalry: Pull-lime position offered as associate rosearcher in Blockembalry; 40 hours per week; 800 a.m. to 5:00 p.m., Monday through Friday. Must have Ph.D. in Toxicology and Master of Science degree. I wo year: acquerione in Blochemistry. 331,000.00 per year. To perform retearch on a project which covers lovestigations in mechanism of actions of consistential acurotoxins with focus on steams. Must have superioned in conducting research on the relationship between chemical structure and its toxicity and developing therapeutic effects of new chemicals. Must be knowledgewhie in the techniques of purification, includen and reconstitution of engryme, receptor and channel; uptake and rejease of neurotransmiller, receptor binding, isotopic and appetracopic malyses.

searcher, R2-1, Position Number 8605, Molecular Oncology Program, Cancer Research Center of Hawait, full-time, federal funds, non-tenurable, to besin approximately July 1, 1992, continuation proximately July 1, 1992, continuation dependent upon satisfactory performance and availability of funds, Duties: To conduct research into the role of sap junctional communication in the control of proliferation of mammalian cells. Minimum qualifacations: M.S. in biological sciences, and experience in the measurement of mammalian cells. Minimum qualifacations: M.S. in biological sciences, and experience in the measurement of mammalian cells. Working knowledge of molecular and Northern biots. Desirable qualifications: M.S. in biological sciences including Western and Northern biots. Desirable qualifications: In a cancer biology, documented record of productivity in the form of peer reviewed publications in cancer biology. Minimum monthly salary: \$2,776. To apply, send botter of application with curriculum vitae, names of three references to Dr. Mark Estacion, Cancer Research Center of Hawait 1,236 Lambais Street, Honolulu, Hawait 96613. Clocing date: June 10, 1992. The University of Hawait is an Equal Employment Opportunity, Allemanier Action Employer. Women, minorities, velerans, and disable persons are encouraged to apply.



recreational opportuniti

### WEST VIRGINIA UNIVERSITY Dean

### College of Creative Arts

WEST VIRGINIA UNIVERSITY is a land-grant research institution with 15 colleges; founded in 1867, it is a doctoral degree granting institution entology 22,500 students in 175 degree programs. MORGANTOWN, a diverse, scenic community of approximately 45,000 hs. easy access to Pittsburgh and Washington, D.C., and ample cultural and

The Chronicle of Higher Education • May 6, 1999

THE COLLEGE OF CREATIVE ARTS includes the Divisions of An. Music, and Theatre, and is housed in a multi-million dollar Creative Arts Center RESPONSIBILITIES: The clean is the chief academic and administrative officer of the college, manages the Creative Arts Center, and reports directly to the

QUALIFICATIONS: WVU seeks a strong leader with:

established national reputation for achievement and leadership;
 demonstrated ability to be a visible and articulate advocate for the college, the center, and the importance of the arts to education and b

society; demonstrated ability to loster academic and artistic excellence and new rity in instruction, research, and service; demonstrated interest and experience in fund raising and public relators which strengthen ties with alumni, visiting committee, and other support.

demonstrated commitment to equal opportunity and affirmative action

uernorstrated commitment to equal opportunity and affirmative action.
 appropriate administrative experience demonstrating understanding of fiscal responsibility, budget management, and strategic planning:
 appreciation of the role of faculty governance;
 a terminal degree or other professional experience which qualifies candidates for the rank of professor with tenure in one of the divisions of the college.

SALARY: Commensurate with experience and qualifications of individual se-

STARTING DATE: January 1, 1993 or earlier if possible. APPLICATIONS & NOMINATIONS. Priority will be given to applications re-ceived by June 1, 1992. Applications will be accepted until the positions filled. W/VU is strongly committed to diversity and welcomes nominations and applications from women, minorities and disabled persons. Each applica-should submit a letter of application, current vita, and names, addresses, and

telephone numbers of five references who may be contacted by the sead Committee. Applications and nominations should be directed to: Rachel B. Tompkins, Chair Dean of Creative Arts Search Committee W/VU Extension Service P. O. Box 6031 Morgantown, WV 26506-6031 PH: (304) 293-5691

West Virginia University is an equal opportunity, affirmative action employs

### 

### DEAN OF ADMISSIONS AND FINANCIAL AID Oregon School of Arts and Crafts

We are seeking an energetic, experienced professional to develop a recruiting program for an art college (established 1905), with the goal of substantially increasing enrollment in a new program by 1995. The successful candidate will know how to develop student markets within ability and non-traditional student populations, within artist communities among post-baccalaureate students; and will be conversant with all supects of recruiting and enrollment management. This is a working dear position, for an inclividual eager to assume the major travel component of our evolving enrollment strategy.

The Dean of Admissions reports to the Chief Academic Officer. This is a management position for a candidate who works well collegially with three to five years in admissions-related work, with in-the-field expension, who can develop publications, understands marketing and adversing, and its knowledgeable about financial aid. A bachelor's degree (or BN) required, plus awareness of the place of the arts in higher education advanced degree preferred. The new Dean will supervise a staff of two the Registrar/Director of Financial Aid, and an Admissions Counselor.

Screening and interviews will begin as applications are received for earliest consideration, candidates should have their materials in by June 1, 1992. Send a letter of application; résume; and three letters of recommendation to Dean of Admissions Search, Oregon School of Arts and Calis. 8245 SW Barnes Road, Portland, OR 97225, The position will be filled a soon after July 1, 1992 as possible. Salary commensurate with experience.

Cabanaday papan an dipakan akan akan asan dasar an dipakan daga akan aran dagan dagan akan denin dagan dagan d

This is an employer paid advertisement.

Research/Chemistry: Qualified applicants are invited to submit resumés for a position of a Research Associate. The candidate is expected to have a comprehensive knowledge and understanding of biophysical and blochemical aspects of cataractogenesis in manimalian lens tissue. The duties include application of various spectroscopic methods to study the process of diabetic cataracts in human and animal eye lenses. The scientist must be highly skilled in sprileation and development of 31P NMR-based perfusion system to the mammalian lens as well as preparation of perchotre acid extracts for 31P NMR studies. The individual will also incubate intact tenses, crystallins and further detect crosslinked products by fluorescence and SDS get electrophoresis. Up-to-date familiarity with perfuent scientific literature and inferaction with other scientists in this area of research is required. The individual must be highly motivated and should be able to carry out ex-

periments in highly independent maner. Candidate is expected to have prior training in development and application of JINMR perhasion system, and tissue calastic review lenses. Expertise and quantificial acquisitions manipulation and manifest and Maria Disknik and NMR1 and MACNMR software. Use of spectrophotometer for finorescence and UV/VIS of crystallin. Backstroad in Six sel eletrophotomis and chromatomism. Condidate must have a Ph. D. degree in Abastical Chemistry with at least 4 years or lated experience. The annual using its state of the properties of the state of the properties of the state of the properties. The annual using its state of the properties of the properties. The annual using its properties of the prope



### The University of Texas at Brownsville

### **Executive Director of Institutional Advancement**

The University of Texas at Brownsville seeks an energetic, progressive professional for the position of Executive Director of Institutional Advancement. The Executive Director is responsible to the President for all operations relative to resource development, identification, cultivation, and solicitation of funds for the University and its programs. The Executive Director for Institutional Advancement will provide managerial direction and coordination for a comprehensive development program to include: Advancement Research, Annual Fund, Corporate Relations, Foundation Relations, Major Gifts, Planned Giving, Development Events, and Capital/Major Gifts Campaigns.

dois, Major diris, France diving, betterpitations, Major diris, France diving, betterpitations, Major diris, France diving, an advanced degree preferred. Candidates must have a thorough understanding of an appreciation for quality public higher education. Qualifications include: a minimum of five years of resource development experience with at least two years in an administrative capacity, the ability to communicate effectively, and strong management and leadership skills. Past performance history should indicate a preparedness for assuming a senior management position to direct a comprehensive resource development program.

The University of Texas at Brownsville is one of fifteen component institutions operated by The University of Texas System. It is located in the southern tip of the state of Texas. 20 miles from the Gulf of Mexico and one block from the Texas-Mexico border. Its most unique characteristic is a recently formed partnership with Texas Southmost College, a comprehensive community college to operate with a consolidated administrative structure, a combined faculty and a shared teaching mission to provide for continuity in curriculum, efficient use of resources, and high quality instructional programs. Salarles are competitive and commensurate with qualifications and expe-Salaries are competitive and commensurate with qualifications and expe

Applications: Completed applications should contain a letter of applica-tion, résumé or vita, transcripts, and three letters of recommendation. Candidates invited to interview may be required to submit additional information. Applications will be reviewed beginning june 1, 1992 and continue until the positions are filled. Applications should be sent to:

Alexa Pfister, Acting Director of Human Resources
The University of Texas at Brownsville
80 Fort Brown
Brownsville, Texas 78520 irmative Action, Equal Opportunity Employer

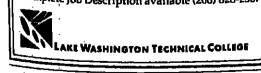
UTB is a "Smoke-free Institution." Smoking is not permitted in any facility of the University.

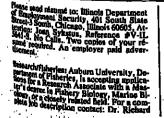
### Vice President Training & Continuing Education Lake Washington Technical College

Lake Washington Technical College is a dynamic, fully-accredited college that has recently joined the state's community and technical college system. Completion of a major capital project will increase facility space by 50%. This modern facility is located on 57 acres, 12 miles NE of lowntown Seattle. It serves a diverse student population of 2000 FTE's with 70 full time faculty and a large continuing education program. Customized industry training plays a key role in local economic development. The Vice President of Training & Continuing Education will market industry training and continuing education in collaboration with other college staff; direct customized industry training; supervise specialist staff; plan, research, do trend analysis of industry training needs; facilitate small group planning with customers; work with close-knit college administrative team.

Qualifications: Excellent networking, communication, and listening skills; superior management skills: product marketing, manufacturing know-how, budget development, writing of bids, grants, project proposals, project management. Need 4-6 years leadership experience in business, marketing, higher education, continuing education, or combination. M.A. preferred.

Compensation: \$55,000-69,000 DOQ + excellent benefits. Ibmit detailed cover letter, resume, 3 reference letters by May 28 to: HR Office, Lake Washington Technical College, 11605 132nd Ave NE, Kirkland, WA 98034. Complete Job Description available (206) 828-2307





Wallace, AUMERC, 4170 Commanders Drive, Mobile, Alabama 36615; 205/438-5690. Aubum University is an Affirmative Action, Equal Opportunity Employer. Mi-norities and women are encouraged to ap-ply.

Research/Genetics/Statistics: Assistant Re-search Scientiat. Hours: 40 hours weekly. Wages: \$40,000 yearly, 100 Duties: Meth-odological and collaborative research in statistical human genetics. Emphasis on gene mapping, linkage, and pedigree analy-pis. Education and Experience; Ph.D.



### DEAN OF THE FACULTY

Colby-Sawyer College invites applications and nominations for the position of Dean of the Faculty, who will serve at the college's Chief Academic Officer. The college is seeking a Dean who demonstrates a love for teaching and values involvement with faculty, staff, students and campus life.

Colly-Sawyer is an independent, coeducational, undergraduate residential college serving 600 students. The 154 year old college, which is located in New London, New Hampshire, in the heart of the securic Lake Sunapee region, has gained national recognition for its impressive increases in euroliment and its successful transition from a women's to a coeducational college.

Education at Colhy-Sawyer is characterized by close, rewarding facul-ty-student interactions, personalized classes, and varied internship ex-periences which supplement students' skills in the liberal arts with

practical career preparation.

Colby-Sawyor seeks a Dean of the Faculty who has demonstrated leadership, vision, and administrative skills to work closely with the faculty in developing a curriculum for the 21st century. The Dean provides leadership in curriculum planning, implementation, and assessment as well as faculty development and evaluation in a cullege that values excellent teaching above all else. The Dean, who reports to the Senior Vice President for Academic Affairs and Planning, serves on the President's Calainet, all faculty committees and the Academic Affairs Committee of the Board of Trustees.

The successful candidate must possess an earned ductorate, a record of excellence in teaching, and progressivo academic administrative experience. Applicants will have demonstrated leadership ability, exceptional interpersonal skills, a warm sense of humar and a commitment to collaborative governance.

Colby-Sawyer offers a competitive may and benefits package. We will begin screening applications immediately and will continue to accept packages until a suitable candidate is found. Please submit applications, nominations, or requests for further information in confidence to:

Collsy-Sawyer College c/o Educational Management Network 8 Williams Lane Post Office Bux 702 Nuntucket Island, Massachusetts 02554 Colby-Sawyer College is an Equal Opportunity Employer, as is Educational Management Network

### SOUTHERN UNIVERSITY-BATON ROUGE mvites applications and nominations for the position of

### Vice Chancellor for Student Affairs

Southern University-Baton Rouge is a state-supported land grant institution located in the Capitol City of Daton Rouge and is the largest of three (3) campuses comprising the Southern University System. The Campus is headed by a Chancellor and has an enrollment of approximately 10,000 enrollment.

students.

The Vice Chancellor for Student Affairs reports directly to the Chancellor and is responsible for the following areas: Career Planning and Placement, Cooperative Education, Financial Aid, Food Services, Health Services, Housing, International Student Affairs, International Student Affairs, International Sports, Residential Life, Student Activities, Student Development, Student Life and Student Union.

The successful candidate for this position shall have an earned Doctorate in a related field and possess:

- related ticid and possers:

  A record of at least 5 years' administrative experience in higher education at a supervisory level.

  Excellent interpersonal and student advocacy skills.

  Excellent oral and written skills.

  Strong leadership and management skills.

  Ability to work effectively with faculty and administrators to build a successful and administrators.

- udent affairs program. Understaining of and appreciation for the historically black college and universi-

Salary will be commensurate with qualifications and experience. The auticipated date of employment will be July 1, 1992, or immediately thereafter. The deadline for applications is May 29, 1992. The deadline for nominations is May 8, 1992.

Interested applicants should send a letter of application and statement of administrative philosophy on student affairs, résumé and names and addresses of at least three (3) references to:

(3) rescences (6):
Dr. Huey Perry, Chairman
mittee for Vice Chancellor for Student Affairs
Post Office Box 9656
Southern University
Baton Rouge, Louisians 70813

Southern University is an Equal Opportunity, Affirmative Action Employer.

Bioatalstics, dissertation in statistical senetics, Experience in genetic analysis, me of LipelD, LinkAGB, and SiMLink.
FORTRAN, and C. Exoployer pela davertisement. Send resums to 7310 Woodward Avenus, Room 413, Detroit, Michigan Avenus, Room 41 develop training materials, conduct training seminars and other programs related to the use of U.S. hard white and other U.S. wheats for this purpose, Position will require self-directed, basic and applied research program for tubormory milinas and baking of Middle Bastern flat breads. Applicants must have Pri.D. in Grain Science or Food Science and Technology, experience in wheat quality and militury production of Middle Bastern flat breads and purposes too of Middle Eastern flat breads and purposes. Position is 12-mosth full-time position, coultagent, upon availability of hading, at a base stately of \$28,000. Submit jutter of opplestator, qualifications, and three letters of recommendation by June 1, 1992 to: Search Committee, Flat Braad Specialist, Department of Grain Science and Industry, Shellenberger Hall, Kansas State University, Machattign, Kansas State University, Machattign, Kansas State University is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply. Avenue, Roomande Parente Number 24892.

Research / Geology: Research Associate, Will design and cooduct field-based scological and peleomagnetic investigations in China to determine its peleogographic positions. Will compile and analyze stratignosic, tectonic, paleomagnetic, and paleocognical and paleocognical designations. China to study the history of sedimentary basins and assess their economical potential. Will be responsible for overall ollunting and execution of prolecus related to Chipete and Asian plate reconstructions, Requires Ph.D. in seology and one year of post-dectoral experience for the paleogographic studies, Must be able to read Chinese geological literature, know how to use computer distabage for data compilation and analysis and be able to conduct field-based soological and selectionagnetic prolects independently. Hours, 9. 5, 40 hours per week at \$25,000 annual salesty. This is a university position, Must have proof of legal suthority to work permanent of Eurobayment Security. 40 South Sains Street—3 South, Chicaso, Illinals 60615, Artentos, Arten Thrower, Reference Mumber V.I. 54(1)-T. No calls. An employer paid advantagement.

# UNIVERSITY OF FLORIDA

### VICE PRESIDENT FOR RESEARCH AND DEAN OF GRADUATE SCHOOL

Applications and nominations are invited for the dual position of Vice President for Research and Dean of the Graduate School at the University of Florida. A part of the State University System,

the University of Florida. A part of the State University System, UP is a comprehensive land-grant institution and a member of the Association of American Universities.

DUTIES AND RESPONSIBILITIES: The University's research programs are administered by the Vice President for Research, who reports to the President of the University. Research encompasses the research and creative activity of all programs, departments, institutes, schools and colleges. The Vice President for Research promptes appropriate and supports research throughout Research promotes, encourages and supports research throughout the university. In addition, this Vice President helps faculty, staff and student research and creative activity in all areas of institutional activity whether internally or externally funded. The Vice President for Research works closely with the provost, other vice presidents, and with the deans to enhance the university's effectiveness in competing for external funds, national and international awards, followships and other recognition related to research and croative activity. Successful candidates will have significant experience and demonstrated success in university based research environments.

Currently, sponsored research at the University of Flurida is administered with an annual operating budget of approximately. \$12 million. Annual external awards total approximately \$191 million, of which approximately \$126 million is from state and

The Dean of the Graduate School has responsibility for graduate student affairs, research degree programs and other issues related to the development of the graduate programs and to the support of graduate faculty throughout the university. Successful candidates will have experience in major university graduate programs and a clear sense of the relationship between

graduate programs and a clear sense of the relationship between graduate programs and research as well as between graduate students and undergraduate instruction.

<u>QUALIFICATIONS</u>: The doctoral or equivalent degree in an appropriate area of specialization and relevant experience are necessary. Successful candidates for the position of Vice President for Research and Dean of the Graduate School will be eligible for a tenured full professorship in a graduate degree granting academic department of the university. Salary will be commensurate with experience and other qualifications.

<u>OTHER INFORMATION</u>: The scarch is conducted in accordance with Florida's open meeting and "sunshine" law. Documents and

with Florida's open meeting and "sunshine" law. Documents and meetings will be open to the public. The University of Florida is meetings will be open to the public. The University of Florida is an Equal Opportunity, Affirmative Action Employer.

NOMINATIONS & APPLICATIONS: Applications should include a current resume and names, addresses and telephone numbers of at least three references. Nominations and applications should be submitted not later than September 15, 1992, to: Dr. Yngve Ohrn, Chalr, Vice President Search Committee, Office of the President, 226 Tigert Hall, University of World Colorability 22411

Florida, Gainesville, FL 32611.



### PACIFIC UNIVERSITY OREGON

### Vice President for Development

Applications are invited for the position of Vice President for Development Pacific University is an independent Liberal Arts and Health Sciences University with an empliment of 1500 students. The University includes the College of Arts and Sciences, the College of Optometry, the School of Professional Psychology, the School of Physical Therapy, and the School of Occupational Tiserapy, all based in the Lovely scenic suburban community of Forest Grove, Ovegon, 23 miles west of Portland, between the mountain, and the ocean. The University offers an excellent comprehensive benefits package.

Responsibilities
The Vice President for Development reports directly to the President, is a member of the President's Cabinet, and is responsible for overall Development operation of the University. The Vice President is responsible for supervising the following areas: annual gung, planned giving, corporate and foundation relations, major gifts and grants, research and records, and the present Pacific Century Campaign and the planning and successful execution of future comparisms. The position staffs and serves as an ex-officio member of the Development Committee of the Board of Trustees.

Qualifications
The successful candidate should have an advanced degree in a relevant area, with a minimum of severi years of progressively responsible development and lund raising espetence in a non-profit setting, preferably in higher education. Direct responsibility for annual fund and planned giving is required, and direct exponence in planning, organizing and managing a capital campaign is preferred. A demonstrated alsility to positively motivate a working team is essential. Excellent oral and written communications and public, speaking skills are also necessary.

Applications
Résumés, along with cover letter and professional references, should be submitted to

The position is open until filled, Review began on May 1, 1992. Pacific University is an equal opportunity employer.

toral research fellow to be involved in bone morrow and peripheral stem cell transplantation research for the treatment of different muliposasses and condendat diseases. This includes the specific studies in the characterization of hematopoletic proteinture in unphibital cord and development of methods for their craichneast and rutrifications effect of cytomagalovius infections on matrow strong and hematopoletic cells; effects of radiation on the production of hematopoletic growth factors by marrow stromal elements. Must be able to use a



### **VICE PRESIDENT** FOR BUSINESS AFFAIRS

GENERAL, DESCRIPTION OF THE POSITION: The Vice President for Business Affairs reports directly to the President and is responsible for Beneral supervision of the accounting, payroll, and other fiscal services; planning and administration of University operating budgets supported by State and non-State sources; campus physical planning and development, operation and maintenance of the physical plant, including residence halls, logistical and support services; environmental health and safety; public sale-ty; emergency operations; and liaison with auxiliaries. The successful candidate must be aware and supportive of the academic mission of the University, and will be entering a division with strong commitment to the total quality management approach to personnel management and problem solving.

As one of four vice presidents, the Vice President for Business Affairs is a member of the President's executive management staff and plays a key role in the development of University policy; represents and acts for the President on matters of established policy within the University and The California State University system, represents the campus in dealings with other universities and with the local communities in matters of mutual interest and concern; and accepts specific delegations and assignments requiring coordination at senior administrators reporting directly to the Vice President for Business Affairs include Directors of Fiscal Services, Budget Planning and Administration, Support Services, Facilities Planning, Facilities Services, and Public Safety Services.

QUALIFICATIONS: Relevant sentor level experience in university adminis fration and financial and facultures management; master's degree, and training and experience appropriate to a senior administrative affairs position in a university; demonstrated ability to work cooperatively with various constituencies; demonstrated commitment to promoting affirmative action and sensitivity to cultural diversity; familiarity with modern productivity tools. Working knowledge of NACUBO standards and guidelines preferred.

COMPRINATION: Salary is commensurate with the background and experience of the individual selected. Cal Poly offers excellent fringe benefits. All rights associated with this appointment are governed by the Management Personnel Plan adopted by the CSU Board of Trustees.

SELECTION PROCESSI Candidate will be selected during Summer of 1992; academic year begins September 14. Screening will begin in mid-May. For full consideration, applications should be received by May 29, but the position will remain open until filled. Send résumé, letter or statement of interest and special qualifications, along with the names, addresses and telephone numbers of at lesst three references to:

Dr. Robert D. Koob Vice President for Academic Affairs California Polytechnic State University San Luis Objepo, CA 93407 (895) 756-2186 Fox (805) 756-5292

UNIVERSITY: One of 20 campuses of The California State University system, Cal Poly has built a solid national reputation on its learn-by-doing sporoach to education. Nearly two-thirds of the university's 17,000 students major in agriculture, architecture and environmental design, business or

engineering.

COMMUNITY: San Luis Obispo is a city of 50,000 located twelve miles from the Pacific Ocean and midway between San Francisco and Los Angeles on California's scenic Central Coast. University families live in San Luis Obispo and nearby communities both on the coast and inland. Excellent recreational facilities are available, and the area has an outstanding climate, with an average daily maximum temperature of 62.2 in January, 77.0 in August, and an onnual overage of 70.2.

Cai Poly is strongly committed to achieving excellence through cul-tural diversity. The university actively encourages applications and nominations of women, persons of color, and members of other underrepresented groups. AA/EEO.

### **EXECUTIVE VICE PRESIDENT**

Ross University School of Medicine and Veterinary Medicine seeks nomina-tions and applications for the position of Executive Vice President. The Vice President is responsible for: academic programs, securing faculty and support staff, creating and implementing budgets, maintaining high level enrollment and providing strong leadership.

We profer M.D. degree for this position and candidate must have minimum of ten years' experience in similar position with either a medical school or veterinary school.

Review of nominations will begin immediately. All candidates must submit formal applications including statement of how the candidate will satisfy this position. Please send CV and three references to:

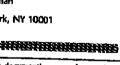
Executive Vice Prusident Search Committee c/o Dr. Ross, Chairman Ross University 460 West 34th Street, New York, NY 10001

Research/Molecular Biology: Rosearch As[ate. Candidate will be expected to formilate, prepare, direct, execute, and analyze experiments directed towards determining the projecular mechanisms (projecular Applicants 1976)

[275] Clarendon Avanue Avanue Application (1976)

[275] Clarendon Avanue Avan lyze experiments directed towards determining the projectury mechanisms involved in the regulation of expression of eukaryotic genes whose protein products early as addesion molecules or chemotacite alignals for yarious leukocyte populations recruited to the sixin during inflammatory and immunologic processes. Requirements include Ph.D. or M.D. degree and at least one year's experience in molecular and cellular biology. Immunology, and a working knowledge of cutaneous biology and discovery immunology, and a working knowledge of cutaneous biology and discovery immunology, and a working knowledge of cutaneous biology and discovering; six-directed mutagenesis; DNA sequencing; establishment of transient and stable transferiants in mammadian cells, assays for sene transcriptional regulation and activity, including reporter gene construct expression, aucteur runoff. RNase and SI nuclease protection; primer extension, electrophoretic sel mobility shifts and DNses faotprintian; immunofagretsent flow cytometric analysis and in with cell edibesion assays; isolation and culture of human cutaneous colls, including kennthocytes, and cumunoprecipitation of newly synthesized proteins. Credentials must be substantiated by specific research experience and/or pub-

Residence Life: Resident Director. Administration of residence halife) housing 200-450. Staff supervision, programming, discipliae, teaching RA class, career-enhancing outside involvement within Division of Student Affairs, other student development functions. Required qualifications: Master's in College Student Personnel, Higher Education, Counseling or related field; demonstrated skills working with moliteutural college populations; strong interpersonal skills, creativity, and initiative; commitment to student development, demonstration of implementing student development theory. Live-in, initial appointment for one year, renewable for maximum of iwo additional years. \$20,000/10 months, send risaumé, placement credentials, or three letters of reference to: Edward J. Kelly, Assistant to the President, State University of New York College at Brockport, 408 Alien Administration Bullding, Brockport and be accepted until position is filled.



with ability, experience and commitment to student and community development, the promotion of respect for individuals and the approachion of a piturilatic environment. Ten month, live-in position in a readence half of 25 to 600 students, Responsibilities include: selection, training and supervision of student staff, supervision of an Assistant Hall Director, wellness and tophical programmings, sroup advisement, counseling, disophine, and facilities management, also present the programmings, sroup advisement, counseling, disophine, and facilities management. Directors also perticipate in departmental committees and may be involved in other divisional or collage wide activities. Salory: \$18,000. A furnished apartment and board are provided. New York state benefits package. Summer employment available, Master's degree in Student Personnel Adquisistration or related field required. Proferred candidate will have demonstrated programming, administrative and management skills appropriate to the total menagement skills appropriate to the total menagement akills appropriate to the total menagement of a residence hall. Anticipated minorities are encouraged to apply, Raview of applications will be accurated under the position is filled. Send letter, resumd, and three letters of reference corrected until the position is filled. Send letter, resumd, and three letters of reference corrected until the position is filled. Send letter, resumd, and three letters of reference corrected until the position is filled. Send letter, resumd, and three letters of reference corrected until the position is filled. Send letter, resumd, and three letters of reference corrected until the position is filled. Send letter, resumd, and three letters of reference corrected until the position is filled. An Affirmative Action, New York 13126. An Affirmative Action,

skills. Complex Director—10 months, full time, live-in. Supervise staff and programming within a residence halt. A master's degree is preferred for all positions; a BA and previous residence hall supervisory experience is required. Excellent benefits. Resume review continues until satisable candidates are found. Send to Ms. K. Clark, RL. Search, Box 10C, The College at New Paltz, New York 12561. AA/EOR.

### **PROVOST**

TROY STATE UNIVERSITY SYSTEM is comprised of three regionally accredited, comprehensive public institutions, a branch campus at l'henix City, Alabama, and multiple instructional sites at 64 military installations in the United States and abroad. The main campus is in Troy, Alabama. The University System enrolls approximately 16,000 students in 64 majors leading to associate, bachelor's, master's, and specialist's degrees.

THE PROVOST reports directly to the Chancellor of the System and is the chief academic officer of the Main Campus in Troy. The Provost has primary responsibility for the overall administration of the academic programs of the University. The Provost promotes academic excellence in the faculty and academic programs while seeking efficiency in tristitutional

FUNCTIONAL AREAS for which the Provost will be responsible include the runCtional. AREAS for which the Provost will be responsible include the direct supervision of the operation of eight colleges and schools (Arts & Sciences: Fine Arts; Business; journalism; Education; Nursing; Graduate School; and University College), the Phentx City campus, and the Library, working with the respective Deans who report directly to the Provost. Other duties include administrative responsibility for budget preparation and supervision, curriculum development, strategic planning, assessment, accreditation and scheduling. The Provost performs other duties assigned by the Chancellor. by the Chancello.

- REQUIRED QUALIFICATIONS
- Earned doctorate from an institution of recognized standing.
   Successful experience as a classroom instructor and academic admin-
- istrator.
  Distinguished record of teaching, scholarship, service, and leadership
- In higher education.

  Knowledge of comprehensive academic planning and resource allo-
- cation.

  Thorough understanding of accreditation requirements.

  Excellent communication and management skills.

  Familiarity with and knowledgeable of multi-campus systems.

  Demonstrated commitment to affirmative action and the promotion of submard describe.

of cultural diversity.

• Experience with military or adult education.

SALARY AND BENEFITS are competitive and commensurate with qualifica-POSITION AVAILABLE: Review of applications will begin on May 15, 1992, and will continue until the position is filled. NOMINATIONS: Nominees will be invited to apply.

APPLICATION PROCEDURE: Interested, qualified individuals should send

Dr. Glenda McGaha, Provost Search Committee Office of the Provost Adams Administration Building, Office 216 Troy State University Troy, Alabama 36082

Troy State University is an Equal Opportunity, Affirmative Action Employer, and encourages nominations and applications of women and minorities.

### **DEAN OF ADMISSION**



Heidelberg College, a thriving liberal arts institution situated in Northwestern Ohto, seeks an experienced admission leader. The College has a historic campus of 110 acres located in the attractive city of Tiffin, Ohio. The College is noted for its strong international links to both Europe and Asia, and boasts a strong faculty and student-focus.

The Dean of Admission should have at least five years of admission experience. The Dean will report to the President, and will be a valued member of his cabinet. The current admission staff consists of five professional and three clerical positions.

Nominations and résumés should be sent to: Jeannine Curns, Vice President for Administration, Haldelberg College, Tiffin, Ohio 44883.

Heidelberg College is an equal opportunity, affirmative action employer.

Residence Life: Residential Life Coordinator to reside on campus and manuse three residence halls. Full-time, 12-month position requiring Bachetor's degree (Master's in counselins or student personnel preferred) and previous experience working with high school and college age students. \$12,000-\$15,000 annually (apariment, meals and benefits provided). Raview of applications will begin May 1 and continue used position is filled. Sond resume, transcripts and three references to Personnel Director, Frast Community Codlege, Highway 61, Pratt, Kansas 67124; (316) 672-5641. AA/ROCE.

Residence Life: Virginia Commonwealth University. Realdence Education, Area Coordinator, hive-out, full time professional position, Responsibilities include contential position, Responsibilities include contential development, student development, program development, discribins and counselina, teaching a three-crealt hour course. Master's degree in Student Personnel or related field and two years professional experience required. Experience working in culturally diverse setting strongly preferred. Women and minorities are encouraged to apply Sept Counter, Wange and three letters of reference no inter than Jame 7, 1992. Counter, Nancy Asal, Director of Residence Education, VCU, Richmond, Virgina Septical Septical

### **VICE PRESIDENT OF** EDUCATIONAL AFFAIRS

Metropolitan Community College is a growing and vigorous multi-community college serving more than one-third of the Nobraska population. Current enrollment exceeds \$6,000 students annually coverer, academic, continuing education, and business and undury params. The three-campus College has grown on average 10.3% subsides the quarters and continuing expansion is anticipated. The College and president have been nationally recognized for innovative community sole; leadership.

MAJOR RESPONSIBILITIES: The Vice President of Educational A-fairs reports to the College President and is responsible for leadership and management of area-wide credit instructional programs and principal and dent services. Major area-wide responsibilities include:

- Leadership and structure for open communications and a collegial design conversion in a high level of faculty and admit conversion and involvement.
- ntorale and involvement.

  Overall management of credit programs, campus operations, and precipal student services with supervision of Division Chairperson.

  Recrumment, employment, and evaluation of high quality instruction and student service personnel.

  Development and implementation of procedures and budger which sture normalized operations of high quality instruction.

  Cullaborative work with cabinet members as well as many person inside and outside of the College.

  Provide for increased articulation with other educational institutions.

QUALIPICATIONS: The position requires a doctoral degree or equirent plus four years' related experience. The position requires a doctoral degree or equirent plus four years' related experience. The position requires demonstrated competence in management and leadership of postsecondary immunout programs. Also required is successful community college administrates experience or the equivalent with at least three years at the level of dease division chairperson. It is particularly important that the person filling the position be an effective leader who possesses excellent skills in working and diverse groups of College staff and students and who understands and procure.

SALARY SCHEDULE RANGE: \$47,550-573,873. PROPOSED STARTING DATE: July 1, 1992

To apply, send letter of application, résumé and copy of official transcription the Office of Personnel and Employee Relations. Applicants are mounged to submit materials by May 15, 192, at which mue the screening process will begin. A completed College application form is also required to complete the formal application process, and the form will be forwarded to applicants upon receipt of above materials.

Genny Griggs, Director Personnel and Employee Relations

### **METROPOLITAN** COMMUNITY COLLEGE

P. O. Box 3777 Omaha, NE 68103-0777 (402) 449-8420

Metropolitan Community College is proud of its extensive program of leadership diversity development. Persons of different cultural background are enthusiastically encouraged to apply.

### Student Life and Development **Assistant Vice President**

St. Cloud State University, Minnesota is seeking an experienced and innovative student personnel professional for the position of Assistant We President of Student Life and Development to begin August 1, 1992. St. Cloud State University is a comprehensive university of 15,000 undergraduates in a metropolitan area of more than 100,000 residents. The Assistant Vice President will initiate and implement a Student Life Research program, develop Student Conduct policies, and serve as the Student Conduct officer, coordinate and supervise Handicapped Student Sentest. Coordinate the planning and development of a comprehensive Student Life Professional Development program, provide assistance to Student Government and the Student Allocations committee, coordinate the development of Student Life publications, serve as a studentistaff ombulsman, develop policy and work with off-campus groups and make resource allocations in various areas.

Qualifications in various areas.

Qualifications desired include a Master's degree (doctorate preferred) in Student Development/Personnel, Higher Education Administration of Counseling/Psychology and five years' experience in higher education administration. Salary and benefits are competitive and commensurate with experience and qualifications. Application deadline is june 12, 1992. Candidates should submit letter of application, vita, transcripts, and 3-5 letters of recommendation to:

Dr. David Sprague, Vice President
Student Life and Development
106 Atwood Center
5t. Cloud State University
720 Fourth Avenue South
St. Cloud, Minnesota 56301-4498
Phone: 612-255-3111, fax 612-654-5190

Women and minorities are encouraged to apply. An Affirmative Action, Equal Opportunity Employer.

Science/Mathematics Education/Research: Research Associates. Third international Mathematics and Science Study (TIMSS), Applications are invited for Research Associate positions offered by the Third International Mathematics and Science Study (TIMSS) being coordinated in the Department of Mathematics and Science Education, University of British Columbia. TIMSS is a ten-year study of mathematica and science teaching and learning in more than 50 countries. Up to three Research Associate positions will be filled; one in science education, one in mathematica education, and one in research design/methodology and measurement. Duties include coordinating item development and instrument development activities; chairing task forces and committees; organizing semipara/sessions to present and discuss findings; coordinating translation verification activities; and designing and coordinating validation studies. The initial term of appointment is from July 1, 1992 to June 30, 1993 with possible annual renewals. Earlier appointment may be made depending on candidates availability. Sidary is up to \$30,000 depending on qualifications and experience. Requirements for the position include a doctory degree in mathematics education, science education, or measurement and evaluation; recent experience in

large-scale assessment activities; good or ganizational skills; and strong research me analysis skills. The University of British Columbia encourages quasified women of columbia encourages quasified women of Canadian fumigration requirements, the Canadian fumigration requirements, the advertisement is directed to Canadian characteristic productions, including a curriculum vine and the tons, including a curriculum vine and the mames of three referees, should be formation of the control of the cont Canada V67 124.

Secondary Education: Teams track gotton at assail state university effective Settember 1, 1992. Primary reapossibilities teamer 1, 1992. Primary reapossibilities to teaching graduate courses in secondary course, on the undergraduate condary education, other undergraduate and correct in field, at least their year doctorate in field, at least their year doctorate in field, at least their year tracking experience in school/calege jetting. Secondary school leaching exercises and convenience in financical production only desirable. Minority spolications only desirable. Minority spolications of couraged. Send vita, transcripts, as it couraged. Send vita, transcripts, as it least three current letters of recommendation by sume 28, 1992 to Dr. Baywood Marting 1992.

### **ASSISTANT** VICE PRESIDENT

### **Affirmative Action**

TEMPLE UNIVERSITY of the Commonwealth System of Higher Education, located in the Philadelphia of nighter concerns, located in the limitelephia metropolitan area, is a multi-cultural, senior comprehensive research university with five campuses including a health sciences center with a 504-bed university teaching hospital) and a student enrollment of approximately 30,000.

The Assistant Vice President for Affirmative Action is the principal advisor to the President and Executive Cabinet on all Affirmative Action matters. Responsibilities include the development, monitoring and implementation of Affirmative Action Plans and Programs; actively assisting university offices and administrators in their efforts to active offices and inistrators in their efforts to ensure equal opporunity for employment within their portfolios, and working with broadly-based affirmative action committees to promote education, awareness and com-pliance throughout the University community. The Assistant Vice President serves as italson and point of contact with the appropriate regulatory agencies with respect to employment procedures and related compliance matters, including charges of unfair dis-

Requirements include a Master's Degree (a terminal degree is preferred) and a minimum of 8 years administrative experience in a higher education set-ting, including at least 4 years experience in the administration of Affirmative Action plans and programs. An equivalent combination of education and experience may be considered. Extensive knowledge of government regulations regarding affirma-tive action is required. Excellent administrative, rganizational, human relations and communicatio kills are essentlal.

Temple University offers an excellent salary and benefits package. Applicants should submit a letter of application, resume and the names of three refcrences by June 5, 1992, to: Search Committee, c/o Theresa Mahoney, Personnel Administration, TEMPLE UNIVERSITY, 1601 North Broad St., Philadelphia, PA 19122. An equal opporlunity, affirmative action employer.

Choose

**TEMPLE** 



ERSITY

### Vice President, Enrollment Management

uter University invites nominations and applications for the position of Vice reident, Enrollment Management, reporting directly to the President. The niversity seeks an innovative, independent higher education executive and a lategic thinker with very strong marketing skills to lead its Admissions, mancial Aid and retention functions. The candidate selected will provide indence of highly successful experience supervising or managing directly sumissions, financial aid and retention. She or he will be a motivator and team builder with strong organizational and communication skills, a person with an analytic mind who can use and effectively synthesize data from the niversity's student information system, a person who has experience motivating faculty to participate actively in the recruitment process and who is able to coordinate enrollment management functions with other University academic and administrative departments.

Buller University provides the highest quality liberal and professional ducation in a suburban residential environment located seven miles from the eart of metropolitan Indianapolis. Butler is an institution well-positioned and firected toward the achievement of its tremendous potential. We require an exceptional executive, and we are prepared to compensate that executive appropriately. A terminal degree is valued but not necessary; an intimate understanding of the academic and administrative aspects of independent universities and a commitment to their advancement are necessary.

The preferred starting date is August 3, 1992. Nominations and applications should be directed by June 15, 1992 to Dr. John A. Stevens, GKA, Inc., Search Consultants, Vice President for Enrollment Management Search, Butler

Women and minorities are encouraged to apply. Butler University is an Equal Opportunity Affirmative Action Employer.





Social Works Applications are invited for two positions (Asulstant/Associate Professor) in the Bachelor of Social Work Program at Tusleegee University. Candidates are required to have a MSW with a minimum of 2 years, post-master, practice experience. Doctorate desirable. Positions available: Pail, 1992. Position 1: Director of Field Instruction and systeles courses. Position 2: HBSB, methods and practice courses. Cover letter, vitae and 3 letters of

### **Associate Vice President** and Director, University Planning and **Institutional Research**

The University of North Texas (UNT) is requesting applications for the position of Associate Vice President and Director. University Planning and Institutional Rosearch. The Individual roports to the President of UNT-Chancellor of UNT-Texas Collego of Osteopathic Medicine, and interacts regularly with the faculty and staff of UNT and TCOM.

interacts regularly with the faculty and staff of UNT and TCOM.

Easential Functions of the Position: Coordinates long-range and shortterm planning activities, and directs and performs research activities in
support of institutional decision making and the University mission.
Cathers and analyzes social, economic, technological, demographic, political and attitudinal data on constituent groups and the environment
of the University; supervises the production of periodic reports and
publications; coordinates surveys administered on and off campus and
responds to requests for institutional data. Prepares and disseminates
planning assumptions, drafts of goals and objectives, and materials for
consideration by planning task forces and committees, and serves as a
member or ex officio member of key University committees. Has significant responsibilities for the UNT part of the state strategic plan and
reporting of performance measures. reporting of performance measures

Qualifications of the successful candidate will include: terminal degree, with strong background in strategic planning and institutional research; and considerable experience in academic planning, program oveluation, analyses of institutional effectiveness, data gathering and analysis, and report writing. Highly desirable: experience in the properation of a reaffirmation self-study report for a regional accrediting association. The University of North Texas is the fourth largest institution of higher education in the State of Texas, with 27,000 plus students. It is a comprehensive research institution located in Denton, Texas, which is 35 miles north of both Dellas and Fort Worth.

Position is available effective August 3, 1992. Selary communaurate with qualifications, full benefits. Send letter of application and resume

Director of Personnel University of North Texas P. O. Box 13497 Denton, Texas 76203

Applications will be reviewed beginning june 1, 1992, and will continue until position is filled.

THE UNIVERSITY OF NORTH TEXAS IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER AND IS COMMITTED TO THE EMPLOYMENT OF WOMEN, MINORITIES, AND THE DISABLED.

### **Associate Vice Chancellor for Financial Management**

The Area: Appalachian State University invites applications for the position of Associate Vice Chancelor for Financial Massocement. The University was founded in 1897 and is located in the heart of the beautiful Blue Ridge Mountains of North Carolina, It is one of the 16 institutions of The University of North Carolina System. Appalachian is a progressive comprehensive university with a current enrollment of 11,500 andents.

Responsibilities: The Associate Vice Chancellor for Financial Management reports directly to the Vice Chancellor for Business Affairs. This position is responsible for development, oversight, and implementation of the University accounting, budgeting, and business operations.

and pusiness operations.

Candidate Must Fossess: An earned Master's Degree in an appropriate field such as finance, accounting, economics, operations research, etc. is required. A Doctorare is preferred. Experience in higher education in business affairs area at the management level is preferred. Candidate must demonstrate strong organizational and interpretamal skills and interpretamal revel is preferred. Candidate must demonstrate strong organizational and interpretamal skills and interpretament of the defendance of the University.

Applicants Must deathwrite A leave of leavest strong returns a data of the of the organization.

schieving the goals of the Linversity.

Applicants Must Subratt A letter of interest, current résumé, and a list of five references with addresses and relephone aumbers are required. The intended date of employment is August 17, 1992. Completed applications must be received by June 3, 1992. Compensation is competitive and cummensurate with qualifications. This is a twelve (12)

Mr. J. Carroll Brooksbire Mr. J. Carroll Brooksuler
Associare Vice Chancellor for
al Management Selection Comm
Business Affairs
Appalachian State University
Boone, North Carolina 28608
(704) 262-2030
(704) 262-6472 (PAX)

Appalachian State University is an Equal Opportunity Emple candidacy of women and minorides.



reference should be sant to: F. A. Taylor.
Department of Social Work, John A. Building. Tuskeepe University, Tuskeepe, Alabama 3608. Tuskeepe University is an AA/
EEO employer.

Social Work, University of Minassola, in research under body, an interest in research and in social work experience.
Minespolis. August 16, 1992-June 15.
Minespolis. Develop/coordinate sew every part of the second social work experience, and the second to be a second social work experience, and willinguary student body, an interest in research and in social work experience, and willinguary student body, an interest in research and in social work experience, and willinguary student body, an interest in research and in social work experience, and willinguary student body, an interest in research and in the field practicum. of Social Work. Disversity of Texas-Pan American. BW Degrament, Position of Markan.

of Work Degraming Social work in the State of Interesting Social work methods, social well-will be social work methods courses in secretified program; 3 years' direct social work methods courses. Desired—

on Work Interest of Sweet State of Social Work in the State of Taxas with year 300 SSW majors. Accredited by the Council on Social Work methods courses. Desired—

in 100%, 10-months, August 16, 1992-June 13, 100%, 10-months, Augu

til filled. AA/ROE.

Social Work: The Department of Social Work is accepting applications for one full-time, tenture track position as Assistant/Associate Professor of Social Work. Faculty Contractual duries localede, by are not listing to the contractual duries localede, by are not listing to the contractual duries localede, by are not listing to the course, ad-



### **PROVOST**

SOUTHEAST MISSOURI STATE UNIVERSITY is a comprehensive regional institution (uity accredited with the North Central Association of Colleges and Schools and the only senior institution serving the southeastern quadrant of Missouri. The University of Cape Girardesu and the Mississippi River. During the 1991 fall semester, 8,800 students were enroiled in programs leading to associate, bachelor's, master's, and specialist degrees. A newly revised general education program has received national recognition, and the teacher education program was recently identified as a model in Teach America, an AASCU program for improving teacher education, for innovative curricular development. The University emphasizes excellence throughout the academic division.

THE POSITION: The Provost is the chief academic officer of the University. As the President's first delegate, the Provost has primary responsibility for the overall administration of the academic programs and is charged with promoting academic excellence among the faculty and maintaining excellence within the academic programs of the University. Major responsibilities of the Provost Include developing and coordinating University planning; coordinating faculty recruitment, development, and employment activities; providing leadership in program review and development: enhancing the academic/cultural environment; and stimulating research, scholarly activity, and creative endeavor. The Academic Division is composed of thirty-six academic departments in tive colleges (Business Administration, Education, Health & Human Services, Liberal Arts, and Science & Technology), as well as the School of University Studies, the School of Graduate Studies & Extended Learning, and Kont Library. Currently, Intercollegists at the training the selection process. reviewed during the selection process.

QUALIFICATIONS: Candidates for the position must hold an earned doctorate from an accredited university; demonstrate a successful record of schievement in teaching and scholarly activity; and demonstrate successful experience as an academic administrator at a comprehensive university. All candidates will be judged on evidence of offective scademic leadership within the context of a decentralized mode of collegial decision making and demonstrated skill in developing good working relations with people from diverse backgrounds. Candidates must demonstrate knowledge of and experience with comprehensive acedemic planning, evaluation, and experience allocation, and must be effective as a campus spokesperson, it is essential that the candidate be committed to academic excellence as well as the University goal of increasing its ethnic, cultural, and international diversity.

SALARY AND BENEFITS are competitive and commensurate with

POSITION will be vacant July 1, 1992, and will be filled as soon as

NOMINATIONS DEADLINE: Nominations must be submitted not later than June 16, 1992, to the address listed below.

APPLICATION PROCEDURE: Review of materials will begin on June 15, 1992, and continue until the position is filled. Applicants should send a letter of interest which shows evidence of the qualifications noted above, a purfloulum vitae, and the names, addresses, and phone numbers of five references to: Kala M. Stroup, President; Southeast Missouri State University; One University Plaza; Capa Girardeau, MO 63701.

Southeast Missouri State University is an Affirmative Action/Equal Opportunity Employer and encourages nominations and applications of women and minorities.

### PHI DELTA KAPPA

Phi Delta Kappa is seeking an associate executive director for development and special projects to serve on the professional staff at PDK Headquarters in Bioamington, Indiana. Specific duties will include lund raising for the Educational Foundation, coordinating member services, overseeing new program development, planning and coordinating the international education seminars, hosting international visitors, supervising the senior fellow program, coor-dinating PDK-sponsored travel, and facilitating organization and im-plementation of the blannial council and district conferences. Minimum requirements for the position include an earned declarate, good-standing membership in Phi Delta Kappa, demonstrated writing and speaking ability, administrative experience, and experience in program development. Special consideration will be given to those with experience in fund raising, demonstrated creativity in program planning, and experience at various levels of the organization. The salary range for the position will be from \$75,000 to \$85,000. The application deadline is 20 June 1992. Employment



Letters of application and accompanying vitas should be sent to Lowell C. Rose, Executive Director, Phi Delta Kappa, P.O. Box 789, Bloomington, IN 47402. Phi Delta Kappa is an equal opportunity employer.

vising students, serving on faculty or University committees, and acholarly activities. The normal full-time teaching load is 12 credit hours per semester although adjustments may be made as the nature of the Southwest is required. Starry Range: Dependent upon qualifications. Applications require. The selected candidate will teach sequence courses in Social Work Practice, Human Behavior in the Secial Sovience and Research (additional duties for the position will include field instruction and faston activities.) Qualifications: A complete apolication will remain open until flied. Applications: A complete apolication will consist of a letter of intent stuting qualifications; a current resumes including their addresses and phone numbers. Mail applications to: Ell Lopez, Chair, Social Work Search and Sergeo Committee, New Maxico Highlands University, La Vegas, New Maxico Highlands University is an AA/BBO Employer.



### ASSISTANT CHANCELLOR FOR ADMINISTRATION AND FISCAL AFFAIRS

### University of Wisconsin-Parkside

The University of Wisconsin-Parkside, a member of the distinguished University of Wisconsin System, seeks nominations and applications for Assistant Chancellor for Administration and Fiscal Affairs. The University's modern and award winning campus is located on 700 acres of woodland and prairie in the heart of the Milwaukee/Chicago (corridor of southeast Wisconsin, between Racine and Kenosha, near hake Michigan. The University entoils 5,300 students and grants bachelor's and selected master's degrees. Its fundamental commitment is to the metropolitan area it serves and it seeks to implement that commitment though programs and services of regional and national distinction.

The Assistant Chancellor for Administration and Fiscal Affairs is the University's chief administrative and fiscal officer reporting directly to the Chancellor. He/She is responsible for business services, budgat development and implementation, the maintenance of twenty two buildings and 700 acres of grounds, the oversight of University personnel and administrative support functions, and the supervision of campus police. The Assistant Chancellor supervises a stall of ninety professional and civil service employees and manages an operating budget of more than \$2.800,000. The total budget for the University is in oxcess of \$32 million.

- Requirements for the position:

  Master's degree in business, finance, engineering or other appropriate field preferred.

  A minimum of lon years' experience in increasingly responsible positions in administrative and/or fiscal affairs at a college or university or in a comparable organization.

  Excellent oral and written communication skills.
- Demonstrated record of support for cultural diversity and equal
- opportunity

  Hanesiy, integrity and a sense of humor.
- Responsibilities of the position:

   Experience in working with represented and non-represented stati and the ability to train, supervise and motivate a diverse
- Ability to direct and oversee the operations of an extensive physic
- Ability to attect and averses me operations of an extensive physical plant.

  Knowledge of Federal mandates which impact the operations of large organizations, such as the Americans with Disabilities Act and the Clean Air Act.

  Ability to oversee the implementation of policies and procedures in conformity with Federal, State and System rules and requirements.
- e Proven ability to work within the collegial environment of the Chancellors' cabinet and to work within the conlext of shared
- governance.

  Commitment to the implementation of a program of Total Quality

The salary is competitive and commensurate with qualifications and experience. The appointment will begin September 1, 1992, or assoon as possible thereafier. Nominations, or a letter of application with a resume and the names, addresses and telephone numbers of at least three references should be received by May 15, 1992, and sent to:

Dr. G. Gaty Grace. Chairperson at Chancellor Search and Screen Committee University of Wisconsin-Parkside 800 Wood Road—Box 2000 Kenosha, WI 53141

The University of Wisconsin System is required to release, within two days of a request after the deadline for receipt of nominations and applications, a combined list of all nominees and applicants without

The University of Wisconsin-Parkside is an equal apportunity, affirmative action employer, functioning under an affirmative action plan. Women and minorities are encouraged to apply.

### Vice President for College Relations ST. OLAF COLLEGE

St. Olaf College, a distinguished liberal arts institution of the Evangelical , Lutheran Church in America, seeks a strong, creative individual with proven Seadership skills to serve as its chief officer for all external affairs including fund raising arki development. The Vice President for College Relations works directly with the President and is responsible for advice and recommendation to the President for effective work in institutional advancement, in association with the college's other vice presidents.

The Vice President supervisus those who direct the activities associated with annual giving and special campaigns, parent and alumni programs, the planned giving program, and government and foundation relations. The Vice President also is responsible for the effective coordination of all information and public relations endeavors, for public functions and public events, for the work of the manager of music organizations, and for radio station WCAL, an affiliate of National Public Radio.

Nominations and applications should be sent by June 22, 1992. Applications should include a resume or curriculum vitae, names of several references.

Office of the President Northfield, MN 55057-1098

An Equal Opportunity, Affirmative Action Employer

Social Work: Marywood College School of Bocial Work is seeking a tenure-track Assistant/Associate Professor to leach in two of the following greas: Human Behavior, Practice, Research. Marywood is an accredited MSW program. Qualifications: Candidates must have an MSW, at least two years of post-MSW experience, and doctorale is social work or related field. Postition beginning Soptember, 1992 or Junuary, 1993. Screening of completed applications will begin immediately until position is filled. Letter, vita, corless of graduate transactives, names/phone numbers of at least theer references (letters to follow) to post. Terry L. Singer, Marywood College, School of Social Work, Scranlon, Pennsylvania 18909. Women and minorities are encouraged to apply.

### Vice President for Development and College Relations

### RHODE ISLAND COLLEGE

We invite applications and nonmations for a person to be responsible for managing the College's program initiatives in the areas of fund raising, communications and public relations, conferences and special events, alumni affairs, and news and publications services. Identifies, cultivates, and solicits major gift prospects; coordinates media and news releases, publications and periodicals, and community relations; works with President and other Vice Presidents in providing overall leadership to the institution. Qualifications include: five years of higher education leadership experience and a successful record in fund raising; experience in institutional marketing, public relations and constituency building; strong management abilities and effective interpersonal and communication skills. Doctorate required. Position reports to President. Salary competitive and commensurate with qualifications Excellent benefits. APPLICATIONS MUST BE RE-CEIVED BY JUNE 8, 1992. Send letter of application, résumé, and the names, addresses and telephone number of 3 references to Office of Personnel Services, Rhode Island College, Providence, Rhode Island 02908-Attention: Search Committee for Vice President for Development and College Relations.

An Affirmative Action, Equal Opportunity Employer



RHODE ISLAND COLLEGE



### **PACIFIC UNIVERSITY OREGON VICE PRESIDENT FOR** FINANCIAL AFFAIRS

Applications are invited for the position of Vice President for Financial Affairs. Pacific University is an independent Liberal Arts and Health Sciences University with an annollment of 1500 students. The University Includes the College of Arts and Sciences, the College of Optionetry, the School of Professional Psychology, the School of Physical Therapy, and the School of Occupational Therapy, and the School of Occupational Therapy, and of Portland, between the mountains and the ocean. The University offers an excellent comprehensive benefits package.

Responsibilities
The Vice President for Financial Affairs is the ohiel financial officer of the University and financial advisor to the President and the Board of Trustees. He/she reports to the President and is a member of the President's Cabinet. The position is responsible for asset management of the verious funds as determined by the Board of Trustees, for financial reports, and for contractual and tegat arrangements for the University. The position supervises the business office, computer services, human resources, physical plant, business services and security. The Vice President staffs and serves as an ex-officio member of the Finance, investment, and Property Committee of the Board of Trustees. The Vice President for Financial Affairs is also responsible, working with the Provost and the Faculty Budget Committee, for budget development and administration.

Qualifications include an advanced degree, with CPA or CMA preferred. The successful candidate will have a demonstrated record of leadership, organizational elfactiveness and a commitment to comprehensive, effective financial management is higher education. A misimum of seven years progressively responsible experience in fiscal management, planning and fund accounting, with atrong verbal and written communication skills is required. Pacific seeks a person with a clear sense of the way financial policies must work to support academic priorities and velues in a place with a mission of service.

Applications
Résumés, slong with cover letter and professional references should be submitted to: Human Resources Department, Pscific University, 2043 College Way, Forest Grove, OR 97116; (503) 359-2210.

The position is open until filled, Review will begin on May 1, 1992 Pacific University is an equal opportunity employer

ence with inventles desired, Send résumé and references by sues 1, 1992 to Office of Fersonnei Services, Troy State University, Iroy, Alabama Soi84. Troy State University, Iroy Santo Jopenny, Iroy Santo Jopenny, Iroy Send Jopenny, Iroy Send

apply.

Sociology/Anthropology: Instructor. Nicola Valley Institute of Technology invites applicants for Sociology/Anthropology Instructor for 1992-93 academic year to teach introductory Sociology and Anthropology and courses in three or more of the following areas: family: aping: social psychology: criminology; Casadian Native Propies; Indians of British Columbia; and studies in chnography; criminology; Casadian Native Propies; Indians of British Columbia; and studies in chnography. Sociology and Anthropology courses provide basic neademic grounding for NVIT Social Welfare degree program as well as prepare sociology-dantipology major sindeats for two years of transfer credits, Successful candidate will have at least faster's degree in Sociology and Anthropology preferably has done further graduate work in sociology and has competent of the control of the sociology and anthropology; preferably has done further graduate work in sociology or anthropology. Knowledge of First Nations issues and experience working with 'Aborigical Peoples are assets. Subject to



The Chronicle of Higher Education • May 6, 1991

### **Choate Rosemary Hall Executive Director of** Alumni Affairs and Development

Choate Rosemary Hall invites applications and nominations forted position of Director of Alumni Affairs and Development.

The Executive Director, who reports directly to the President is responsible for developing and implementing the strategy and plans for fund raising to meet the school's annual, capital, and endowment requirements. The director manages all aspects of its school's alumni relations and development program, which includes major giving, the annual fund, corporate and foundation relations, planned giving, special events and programs, prospect research, and management of alumni and other records. The director is also responsible for facilitating communications with and involvement of alumni, parents, friends, foundations and corporations, and the local community in the life of the school to create a climate for giving, sharing, and stewardship of resource.

corporations, and the local community in the life of the school to create a climate for giving, sharing, and siewardship of resource. The successful candidate must have senior level development experience, preferably in a school, college or other educational setting and have experience in planning and implementing a major capital campaign. Demonstrated organizational and manageriat skills are essential as is the ability to motivate and support staff within the department, ability to communicate the school's mission effectively to alumni, parents and other constituencies, and ability to nurture and cultivate donors of various backgrounds.

Choate Rosemary Hall is a coeducational independent

Choate Rosemary Hall is a coeducational independent secondary school of 1,000 students—800 boarders, 200 day students—and a teaching faculty of 120. The school's 400-ace campus is located in Wallingford, Conn. The current endowments 577 pmillion and the operating budget is \$28 million. Financial degree of \$3.4 million. exceeds \$3.4 million.

excerds \$3.4 million.

Salary is competitive and the position includes housing and a broad list of perquisites. Review of applications will begin May 15, 1992 and will continue until the position is filled. The preferred attenting date for this position is July 1, 1992.

Nominations and applications should be addressed to: AA&D Search Committee, c/o Edward J. Shanahan, President, Choste Rosemary Hall, Box 788, Wallingford, CT 06492

Choate Rosemary Hall is an equal opportunity employer and encourages nominations of, and expressions of interest from minority and female candidates.

### EXECUTIVE DIRECTOR FOR STUDENT SERVICES

### The University of Texas Health Science Center at San Antonio

The University of Texas Health Science Center at San Anioglo (UTHSCSA), a component of the University of Texas System, a compiled of five schools (Allied Health, Dentistry, Graduate School of Biomedical Sciences, Medicine, and Nursing), having a combined student population of approximately 2,500 students.

The Executive Director reports directly to the Vice President for Acidemic Services. The Executive Director is responsible for providing leadership and administrative direction for all student services, including the Register, Faurcial Aid, Counseling, Student Health, Official Publications, and Facility Solutions.

- Strong interpersonal skills and an ability to relate to students, staff, and faculty in a multicultural envaronment
  Significant, propressively responsible and relevant administrative and agencient, propressively responsible and relevant administrative and agencient experience in areas related to this position in higher education, preferebly in a complex health science center setting

Salary and Bonefits: Competitive and commer credentials, Twelve-month appointment. Position Available: September 1992.

Deadline and Nomination/Application Procedure: All application must be postmarked on or before June 15, 1992. Materials must terrile evidence of qualifications, include a curriculum vitae, and list of references. Please send this postmark to the process of the postmark to the process.

Executive Director, Student Services UTHSCSA

Department of Human Resources 77(3) Floyd Curl Drive San Antonio, Texas 78284-7972

UTHSCSA is an Affirmative Action and Equal Opportunity Employe.

budget constraints. NVIT is an equal opportunity institution. Pirat Nations candidates are especially encouraged to apply.

Send curriculum vidac; arrange to have at
least two confidential lotters of refrence
even directly to: Personnel Office, Nicola
Valloy institute of Technology. Box 399,
Merrin, British Columbia VOK 280. Date
of appointment: mid-August, 1992. Closing
date of aprilications: Uniti position filled.
NVIT telephone: (604) 378-2251; fax (604)
378-3898.

### **EXECUTIVE DIRECTOR** OF DATA SYSTEMS MANAGEMENT **Jacksonville State University**

The Executive Director of Data Systems Management is responsible for the overall leadership and management of the University's academic and administrative computer leadersnip and interlagement the system services. Under the general direction of the support services, and the telephone system services. Under the general direction of the President, the Director provides leadership for the University in the use of computer and President, the Director provides leadership for the University in the use of computer and telecommunications technology, working closely with faculty, staff, student, and local government agency users. Duties include managing an organization of 32 employees with an operating budget of \$1.5 million. The computing environment includes ES9121, IBM 9370 serving as a nodal processor the the Alabama Supercomputer Network, DEC Micro VAX and PC catuarts. The telecommunications environment includes a NEAV 2400 minutes. and PC networks. The telecommunications environment includes a NEAX 2400 switch and ASTRA 350 computer providing service to 2500 administrative and student users.

Bachelor's degree required, master's degree preferred; four years of computer center supervisory experience required; understanding of data systems in a complex university environment required; and ability to support and help develop instructional computing and relecommunications required.

Salary and benefits are competitive, and are contingent upon qualifications and expen-

Screening will begin by June 1, 1992 and will continue until until the position is filled. Send letter of application, résumé, and the names, addresses and telephone numbers of three references to:

> Chairman, Search Committee Executive Director of Data Systems Management Jacksonville State University Room 329 Bibb Graves Hal Jacksonville, Alabama 36265

JSU Is an Affirmative Action, Equal Opportunity Employer.

### JACKSONVILLE STATE UNIVERSITY Jacksonville, Alabama

Applications and nominations are invited for the position of Vice President for Academic Affairs at Jacksonville State University, Jacksonville State University, accredited by the Southern Association of Colleges and Schools, is located in the foothills of the Appalachian Mountains in Northeast Alabama approximately 100 miles west of Atlanta, Georgia and 75 miles east of Birmingham, Alabama. Situated in a community of 10,000, the University has an enrollment of 8,500 students. The Vice President is the chief academic officer of the University and reports directly to the President and is a member of the

Responsibilities include but are not limited to providing executive leadership in the management of the academic affairs of the University; development, coordination, and evaluation of academic policies and programs in the context of the University's mission and goals; planning, goal setting, staffing, resource allocation and budgeting for the Academic Affairs division.

Candidates for Vice President should possess:

- An earned doctorate from a regionally accredited institution
   A distinguished record of teaching and scholarly activity sufficient to warrant appointment to full professor at a regional public university.
- Significant academic administrative experience, preferably at the dean's level or higher.
   Experience in planning, development and evaluation in an academic setting
   Demonstrated broad knowledge of current issues in higher education (i.e., budgeting.
- funding, grantsmanship).

   Interpersonal skills to work effectively with all constituencies and administrative units of the
- University to achieve the goals of the University.

   Commitment to excellence in leaching, research, public service, affirmative action, and

The position will be available in Fall 1992. Salary is compelitive.

Interested individuals should submit a letter of application, current curriculum vitae, and the names of five references including addresses and telephone numbers. Applicants should also submit a written statement of their perception of the leadership role of the Vice President for Academic Affairs position. and a statement of why they are seeking this position.

Applications with supporting documents, and nomination should be submitted to Chair, VPAA Search Committee, Office of Personnel Services, Jacksonville State University, Jacksonville, Alabama 36265. The search will remain open until a suitable candidate is selected.

An Equal Employment, Affirmative Action Employer.

### **VICE PRESIDENT FOR** ACADEMIC AFFAIRS/DEAM OF FACULTY

The Position: The Vice President for Academic Atfairs is Chief Academic Officer of the College and Dean of Faculty and reports afrectly to the President, teather supervises all academic administrators (the Dean of the Undergraduate College, the Dean for Graduate and Continuing Education, the Registrar, the Directors of the Library and Media Center, the Academic Coordinator of Computing, and the Department chairs) and makes recommendations to the President in all matters concerning the appointment of the instructional staff. Helshe is responsible for providing academic leadership to the faculty, encouraging faculty development, and generally promoting excellence in teaching.

**Conflictions:** An earned doctorate is required as are teaching and administrative experience. Candidates should be able to show a read of schally achievement and teaching success as well as an understanding and appreciation of Catholic higher education. Direct experience with Catholic higher education will be favorably regarded.

The College: Assumption College, founded in 1904 and sponsored by the Augustrians of the Assumption since that time, is an independent, coeducational, Catholic liberal aris college, with 1750 undergraduate students, 600 graduate students, 900 continuing education students, and a full-time faculty of 145. The undergraduate college offers 23 majors in bleed aris and pre-professional programs. Graduate degrees are offered in five aleas, with 12 majors and a variety of degrees and certificate programs available in Continuing Education. The Campus is located on a beautiful 150 acre compus in the residential Westwood titis section of Worcester. The city the second largest in Westwood Hills section of Worcester. The city, the second largest in New England and located approximately one hour west of Boston, boost a consortium of ten calleges and universities, an autstanding art misseum and civic center, a science museum, and many other altractions.

Application Procedure: Cosing date for applications is June 30. 1992. Sorting date is negotiable. Salary is commensurate with separate and qualifications, and includes excellent thinge benefits. Applications should include a personal letter of interest, a current resume, an official transcript, and the names, addresses and telephone numbers of at least three professional references. Correspondence should be addressed to: Rev. John L. Franck, A.A., Vice Precident for Student Affairs Chair, Search Committee, Assumption College, 500 Solisbury Street, Wordester, MA 01616-0005, Assumption College is an equal apparaturity employer.



ASSUMPTION COLLEGE

son, advising students, serving on faculty of the transportations of the transportation of the transportation

to limited to teaching, holding office sponsibilities include instruction, supervi-tion, advising students, serving on faculty spon of student teachers, advising, leader-spon of student teachers, advising teac

ship qualities, broad background in Special Education required. Assistant/Associate Professor level. Competitive salary and benefit package. Doctorate and college public school teachina exporience required. Submit letter of application, resume, official transcripts, and large current, written references to Academic Dean. Green Mountain College, Pouliney, Vermoot 05764. Deadline is May 22, 1992.

Sport Travel/Tourism: Chairman of Sport Travel and Tourism. The United States Sports Academy seeks applications for the Carson-Newman College is located in Economical Carson Carson-Newman Carson Carson-Newman Carson Carson Carson Carson C

### SEARCH EXTENDED

### Vice President for Institutional Advancement SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE

Nominations and applications are invited for the position of Vice President for Institutional Advancement at Southern Illinois University at Carbondale. The Vice President for Institutional Advancement provides administrative di-rection to University units concerning the management of the University's fund-raising efforts, alumni affairs, public relations and to diverse support and service units within the University. The Vice President for institutional Ad-vancement reports directly to the President.

vancement reports directly to the President.

As a member of the President's staff, participates in the planning and policy development of the University. Serves as the principal advisor to the President with respect to fund raising, alumni matters, and public relations.

Provides leadership and administrative direction to the units within the Vice Presidential area. Plans, organizes, and controls the process of establishing and archieving goals and objectives for the units. The units supervised by the Vice President for Institutional Advancement Include Southern Illinois University Foundation, Alumni Services, and University Relations.

sity rounnation, Autoni Services, and University Readons.

Requirements: Master's required, doctorate preferred. Prior experience in a servior level position in a university setting. Demonstrated leadership ability, experience in planning and directing capital campaigns; effective oral and written communication skills: and ability to accomplish objectives through the development and utilization of human resources. Several years in at least two of the areas described.

Applications Must Be Received By July 15, 1992. Start date is negotiable. Send letter of application, résumé, and the names, addresses and letephone numbers of three references to:

Office of the President
Office of the President
Attn: Chair, Search Committee for
Vice President for Institutional Advancemen
Southern Illinois University at Carbondale
Carbondale, IL 62901 SIUC IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

tion to: United States Sports Academy, Attention: Academic Search Committee, One Academic Search Committee, One Academy Drive, Daphne, Alabama 36526. Equal Opportunity Employer.

Statistics: Statistician. Pull-time position in health services research organization for large, subsurban medical center located in western subsurbs of Chicaso, Illinois, Individual will provide support to multi-site clinical trial research projects. Duties include design of studies, management of data, statistical analysis, report writins, and supervision. Ph.D. preferred, Will consider Master's level with superorise opposition. U. S. citizenship required. Send resume with splary requirements to Human Resources Coordinator Senfacture. Superiorico. U. S. citizenship required. Send resume with splary requirements to Human Resources Coordinator Senfacture. P. O. Box 7003, Hines, Illimois 50141-7003. EOR. iese. Plymouth, New Hampsture 1976 1600. Starties sabry: \$23,440-526,510 (http://incomming.com/incom

Student Affairs Valdonta Stata College is seeking applicagis for the 12-month position of Panhelienic Advisor/Orientation Coordinator. Responsibilities include coordination of all aspects of Greek life for so-rovities and all orientation programs. Master's degree in Student Personnel or related fields and two to three years' experience preferred. Salary commensurate with other cation and experience. Send resumé, letter of application and three letters of reference by May 21, 1992 to Kenneld U. Fertell, Vice President for Student Affairs, Valdorius State College, Powell Half Basi, Valdorius, Georgia 31681, Position available July 1, 1992. EORMS.

### **Executive Vice President and Provost** Michigan Technological University Houghton, Michigan

The Search Committee of Michigan Technological University Invites nominations and applications for the position of Executive Vice President and Provost.

Michigan Technological University, one of Michigan's four nationally recognized research universities, has an established reputation in engineering and science education. Located in the Upper Peninsula, Michigan Technological University is a public institution consisting of approximately 350 teaching faculty, 1,000 staff, and more than 6,000 stadents enrolled in

The Executive Vice President and Provest will serve as the chief operating officer responsible for all scategate, research, and student services, and University operations. In the absence of the President, the Executive Vice President and Provost will act as calef

The Search Committee will seek evidence of the following:

- It adership shiftly to academic and administrative affairs
- ability to communicate and interact with the faculty, staff, students, and administrators
- understanding the mission of a technological university
- ability to foster broad participation in the continuous improvement of programs budgeting and management ability

Candidates should have an carned doctorate, experience in academic and business injulation, and a commitment to affirmative action and diversity.

Applications, nominations, or inquiries should be directed to:

Search Committee Executive Vice President and Provosi Personnel Services: Laura Alexander Michigan Technological University 1400 Townsend Drive HaugMon, MI 49931-1295

The Search Committee will begin reviewing applications immediately and will accept applications until the position is filled. Applications from women and minorities are

gree-stanting division; for supervising new student or instanton; and for coordinatus treeded services for handk apped windents. The Director develops advising program objectives and procedures and also melaods to evaluate these objectives and procedures; administers a budget; and supervises and fif. Measter a degree required, experience supervising staff, demonstrated effective written and oral communication skills, and evidence of leadership required; direct experience in scadents advising and retention research preferred. \$25,500.\$31,600 with generous benefits patchage. Application deadline June 1, 1992. Submit cover jetter, resund, as well as pames, addresses and telephone numbers of three refrects to: 1UB Personnet, Search and Serean Committee, 4201 Grant Line Road, Rox 92-14, New Albany, Indiana 47150. IUS is an Equal Opportusity, Affirmative Action Employer.

Student Developments Fort Hays State. University is seeking applications for a Director of Student Development. A 12-main position available june, 1992. Salary commensurate with experience. Response-biblics include oversight and administra-



PRESIDENT

ensions and all the college. Integrity, decisiveness, and the addy to motivate and listen to others will be required attributes.

haddition, the President of HCCC should possess the following char-

Ability to work collaboratively to analyze current academic offerings and lead a strategic planning effort to meet the changing needs of students, the workplace, and the community.

murity.

• Ability to quickly assess the current strengths and resources of the College and, based on realistic priorities and timetables, to deploy them effectively.

• Adept at identifying and developing funding sources to support desired programmatic results.

support desired programmatic results.

\*Ability to construct a shared understanding with the Board of Trustees of the proper roles and responsibilities of each in the leadership and administration of the College.

\*Experience relating positively with accrediting and licenstance.

gagencies. perlence building an effective administrative team and imfortable with collective bargaining in a collegiate set-

ing.

• Ability to coordinate the consolidation and new construc-

ion of faculties.

• Superior communication capable of projecting a new integer of dynamic energy and achievement for the College.

Joseph S. Sherman, Secretary to the Budson County Community College Presidential Search Committee

Secaucus, ILJ 07096-3189

logications should include a current resturne and a thoughtful letter discussing the candidate's qualifications.

Be Seach Committee will begin reviewing applications on June 11, 1992 No candidate can be guaranteed full consideration if materials

Noison County Community College is an AAPERO employer. This search is assisted by the Presidential Search Consultation Service of the Association of Governing Boards of Universities and Colleges.

**President** 

deven primary youth and human service agencies:

Big Brothers/Big Sisters Girl Scouts Boy Scouts Junior Achie

American Red Cross

Boys and Girls Clubs

program management.

. A successful record in fund-raising.

<sup>American</sup> Humanics, in its 44th year, is a national association

whose sole purpose is to recruit and prepare professionals for careers in youth and human service agencies.

ilisgoal is achieved through partnerships among American

erican Humanics seeks a President and Chief Executive Officer who possesses the following qualifications:

Meaningful experience with youth or human service

i. Recognized administrative leadership, including financial and

Effective public relations talents, particularly in working with college and university personnel and representatives from the private sector.

by a 21-member Board of Directors, headed by a Chair and an Decutive Committee.

Minations and applications should be forwarded to

Presidential Search Committee American Humanics 4601 Madison Avenue Kansas City, MO, 64112

inics, headquartered in Kansas City, is governed

manics, affiliated college and university compuses, and the

AMERICAN HUMANICS, INC.

\*Education for Carous With Human Services

minations and applications abould be sent to:



### Superintendent/President Gavilan Joint Community College District

Gilroy, California

Selected Qualification

EDUCATION AND BACKGROUND

A master's elegace is required and a doctorate degree is preferred. Leading candidates will have senior leadership experience in progressively responsible positions in higher education, preferably in a community college setting. POSITION PROFILE

Gavilan College seeks a president who is a successful leader with the following demonstrated qualifications:

Knowledge of and commitment to the mission of community colleges.
 A special interest in leaching, learning, and educational innovation.
 Understanding of and sensitivity to cultural diversity and a desire to celebrate.

Understanding of and sensitivity to cultural diversity and a desire to censure that diversity.
 The ability to establish a sense of community among employees, community members and students, and to foster a climate which enhourages learnwork.
 Visionary and future oriented higher educational leadership, with the ability to understand new and emerging needs of District communities and to devulop programs and resources to meet those needs
 Political astuteness and the chillity in effectively bring the needs of the District to the attention of the State Chancellor's Office, state and federal legislators, and local suscending agencies.

and focal st wernment agencies.

An understanding of the business community and the College's relationship to

economic development.

Commitment to participation and shared governance that includes faculty, classified, trustees, and students, and an understanding of all elements of AB

1725. A thorough understanding of community college fiscal matters, the ability to rause outside funding, and a skill in budget development and financial man-

agement.
 e Recognition of the important contributions of all employees.
 Understanding of the planning process and the need to involve all college

Understanding of the planning process and the need to involve an consiguence.
 Commitment to collaborative, collective bargaining in the academic setting.
 The ability to work effectively with the Board of Trustees and an understanding of the roles of the Board and the Superintendent/President.
 Commitment to non-discrimination and affirmative action.
 Recruitment and retention of under-represented students and staff.

PERSONAL CHARACTERISTICS

(1) A personality that is open, trusting, imaginative, and collegial (2) Stamina and enthusiasm for hard work (3) Personal, visionary feathership (4) a sense of humor, (5) concern for people. THE APPLICATION PROCESS

A feiter of application responding to the selected qualifications as listed in this announcement. This includes education and background, position protile and personal characteristics, current résumé, the names, addresses and telephone numbers of six to eight references to include supervisors (current or former), subordinates, faculty members, and colleagues.

Nominations and applications will be received until the position is filled. Because the Presidential Search Committee will begin screening candidates in mid-june, 1992, the submission of applications is encouraged prior to that date. Nominations, applications, and expressions of interest should be submitted to: Dr. John D. Randall, Presidential Search Committee, 5055 Santa Teresa Boulevard, Gilroy, California 95020-9599.

The applications will be reviewed by a screening committee representing the constituencies of the District. The committee will select candidates to be interviewed and after the interviews will recommend finalists to the Board of Trustees. The Board of Trustees will interview the finalists and make a selection sometime in July, 1992.

Gavilan College does not discriminate on the basis of race, sex, color, religion, national origin, ago, handicap or disabled veteran status in the provision of educational services and programs, or in the employment process, pursuant to Federal and State statutes and regulations pertaining to unlawful discrimination. For information, contact: Dr. John D. Randall, 229 Calle del Verano, Paim Desert, California 92260; 619-568-0136.

An ACCT Search

### **Executive Director's Position Donelson Christian Academy** Nashville, Tennessee

Donelson Christian Academy (DCA), a twenty-two year old Christian school of 750 students in grades K4 through tweive, is seeking to fill the position of Executive Director. DCA places high emphasis on Christian principles, offers challenging academic and sports programs, and also has an extended day service and an active parent-teacher organization. Students are encouraged to excel while developing to their potential in the college preparatory program. The Executive Director will report directly to the board of directors and possess the ability to work cooperatively with the board of directors, parents, Students, faculty, staff, and the community. Duties include:

uties include:

1. Manage the school's administrative functions and implement, maintain and enhance DCA's overall academic position and spiritual growth.

2. Nuture and enhance the Christian emphasis of the school.

3. Promote positive public relations and build an advocacy for Christian education at the school and in the community.

4. Take an active role in marketing and fund raising.

The ideal person must have a master's degree and experience is preferred.

Cualified candidates should send a cover letter and résumé to Mr. Don

Baskin, in care of Donelson Christian Academy, 3151 Stafford Drive,

Nashville, TN 37214. Deadline for accepting résumés is May 15.

Student Development, beginning August ist. The Director supervises and coordinates all student community service activities through the Eartham Volunteer fixchange and the Service Learning Troarass. Responsibilities include: doveloping new volunteer sites and internables, recruiting and pincing students within the Wayne County area and serving as a livinou with constituencies. A backelor's degree is required; two years' experience or strong community service background designed. Porward resumes by May 15th to Anne Wright. Dean of Student Development, Box E-195, Eartham College, Richmond, Indiana 4734. Eartham College, Richmond, Indiana 4734. Eartham find and Ardisco in strong and women are especially encouraged to apply.



West Valley-Mission Community College District SARATOGA, CALIFORNIA

### SEARCH FOR A CHANCELLOR

After seven years of successful leadership as Chancellor of the West Valley-Mission Community College District, Dr. Gustavo A. Mellander has been appointed Professor and Director of the Center for Community College Education at George Mason University.

The Board of Trustees invites nontinations and applications for the position of Chancellor. The Chancellor is the chief executive officer of the District and reports to a locally elected seven-member Board of Trustees. The Chancellor provides educational leadership for the District in cooperation with the college presidents and serves as chief administrative officer responsible for planning, organizing and evaluating the resources, programs and services of the District.

Candidate Qualifications should include:

• An advanced degree from an accredited institution (an earned doctorate is preferred);

• Successful senior level, postsecondary administrative experience. At least two years in a community college is preferred.

• Successful postsecondary teaching experience. Community college experience is preferred.

• Demonstrated ability to effectively interact with persons of diverse socio-economic and ethnic backgrounds.

Application Process: All of the following are r

Application Process:

All of the following are needed for any candidate to have full consideration:

• A letter of application;

• A completed Application for Certificated Management Employment\*;

• A résumé of educational, community and professional experience;

• A completed supplemental questionnaire\*;

• Names, addresses and telephone numbers of five references to include a broad representation of subordinates, faculty members and colleagues.

Nominations and applications will be received until the position is filled. The committee will begin its formal screening process by June 17, 1992, all candidates are encouraged to apply by 5 p.m. on that day.

\*For employment announcement, application and supplemental question-naire please call/write:

Mr. Tony N. Brown
Human Resources Ensployment
West Valley-Mission Community College District
14000 Fruitvale Avenue
Saratoga, California 95070-5698
(408) 741-2000

West Valley-Mission Community College District is located in the heart of the Santa Clara/Silicon Valley, approximately 50 miles south of San Francis-AA/EOE

MERNYERN BERKERSER ER SERFERN KREINEREN

PRESIDENT

The Carnegle, a multi-institutional private and public art, science, performing arts and library complex in Pittsburgh. Pounded in 1895 by industrialist Andrew Carnegle, the facility includes five separate components whose Directors report to this position: The Carnegle Museum of Art, known for its triennial Carnegle International exhibitions of contemporary art: The Carnegle Museum of Natural History, the sixth largest museum of its kind in the country. The Carnegle Science Center, a state-of-the-art, interactive \$40 million facility which opened in October 1991; The Carnegle Library of Pittsburgh, the central city library which includes 20 branch locations; and the Carnegle Music Hall, a 2,000-seat performing arts hall. The institution is also responsible for the development of the Andy Warhol Museum, which will open in Pittsburgh in 1994. Since 1988, The Carnegle has raised \$125 million in a capital campaign.

The role of the President is to provide leadership for all divisions and

The role of the President is to provide leadership for all divisions and to coordinate the overall fund raising, strategic planning, and fiscal management of the institution, which has annual expenditures of approximately \$50 million and a staff of 1,600 full- and part-time em-

Candidates should have a successful track record in fund raising Candidates should have a successful track record in fund raising, community and government relations, and long-range planning. They should be adept at working with a large Board and be able to effectively represent and involve the institution on a local, state, national, and international level. Applicants should have a strong scholarly background as well as considerable administrative experience. Applications should be submitted by June 30 to Chairman. Search Committee, The Carnegle, 4400 Forbes Avenue, Pillsburgh, PA 15213.

degree in special education, counseling, rehabilitation, or related field and experience
in higher education. Preference given to experience in learning distabilities. Salary and
triage benefits competitive; 12-month position available September I, 1992. Send letter, résumé, three references and transcripts to Personnel Services, Troy State
University; Troy, Alabama 36082, by lone
I, 1992. Troy State University is an Equal
Opportunity, Affirmative Action Employer
and encourages applications from female,
black, and other minorities.

Theater Scene Designer/Technical Director. Duties include design and construction of all sets, design and implementation of all initing, and the teaching of classes in technical theatre. Season includes one musical one open, and two plans. Ph. Design. the wichla State University, a state-sup-pound, urban, commuter university locat-ed in the largest economic, cultural, and population center of Kanesa. The Campus Activities Center is a student union with 200,000 square feet and an ansual budget of over \$3 million. The associate director will have primary terponability for the areas of marketing, business affairs, and a large, multi-unit food service operation. However, the position also provides direction to all areas of the Center including a book-atore, recreation center, reservations, particular, personnel, and studens activ-ties. Prefer 1-0 years management experi-ences including budget preparation, ac-counting, inventory control, cost analysis, marketoing, business systems. Five years experience at management level of a high-yolume food service operation and profi-ciency with 18M compatible computer do-strable. Demonstrated superb business management and entreprepental capabili-ties are required. Bachelor's desire in busi-

**Bulletin Board** 

(202) 466-1050



### THE UNIVERSITY OF TEXAS AT AUSTIN

Nominations and applications from qualified and interested candida in sought for President of The University of Texas at Austin. The position abecome vacant on September 1, 1992, when the current President become

U.T. Austin, established in 1883, is the oldest and largest institution of university system which consists of 9 general academic and 6 health, each components. The University enrolls just under 50,000 students, with 28, post-baccalaureate programs. U.T. Austin employs approximately livitenure and tenure-track faculty.

U.T. Austin is a comprehensive research university offering a full-rarge of graduate and undergraduate accudemic programs, many of which are rustrally and internationally recognized. A total of 273 degree programs, Barta doctoral level, are offered through the following colleges and schools. Astructure, Business Administration, Communication, Education, Engineer, Fine Arts, Law, Liberal Arts, Graduate School of Library and Informatic Science, Natural Sciences, Nursing, Pharmacy, Lyndon 8, Johnson Schola Public Affairs, and Social Work.

U.T. Austin has outstanding facilities, is a well endowed public union; with more than 1,000 endowed faculty positions spread throughout in vaous academic units, has one of the nation's finest libraries, and has alway research and public service tradition.

research and public service tradition.

The President is the chief administrative officer of the University and roce to the Executive Vice Chancellur for Academic Affairs of the University and roce to the Executive Vice Chancellur for Academic Affairs of the University and roce that a system. Candidates for the presidency should be highly repair within the national academic community, possess an earned octorer comparable academic recedentials, have strong academic experience, etc. In devotion to excellence in research and teaching, have demonstrabled ership ability in a large complex organization, present a strong community to and experience with dovelopment of diversity, have a solid record institutional development experiences, and possess the ability to community of scholars, and other constituencies.

Letters of application or nomination will be accepted until line 1, 1992. After that date, the Advisory Committee or the Board of Regents may reper and consider credientials from additional candidates nominated from each sible sources. All nominations and applications (with supporting materials should be addressed to:

Advisory Committee for the Selection of a President at U.T. Austin c/n The University of Texas System 601 Colorado Street Austin, Texas 78701

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President

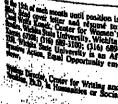
**EDUCOM** 

The Board of Trustees of EDUCOM announces the search for

EDUCOM is a consortium of over 600 of the nation's leading colors and universities which was formed in 1914 to lead and support be higher education community in taking maximum advantage of information technology in carrying out its mission. EDUCOM is a nearpost 501.c.3 corporation, employing 24 persons with an ennul opening budget of about \$6.5 million. The office is located in Washington D.C. budget of about \$8.5 million. The office is located in Yeshinguiting QUALIFICATIONS: The ideal candidate for this position will be an experienced information technology executive who has served in serior leadership and management roles within institutions of ecope, typeral complexity suitable to demonstrate the capacity to manage EDUCUL. The new President will be able to formulate the vision, structure to organization, manage the enterprise, relate to all constituents, residents and be an effective spokeaperson and edvocate for information technology within the context of higher education. An advanced degree is highly desirable as is a publication presence in the field. PROCEDURE FOR CANDIDACY: Interested candidates should be confidential inquires to EDUCOM's Consultant:

Or. Ira W. Krinsky Post Office Box 93127 Pasadena, California 91103 ATTN: P/E

(Telephone: 818-568-3311 • FAX: 818-568-1856) EDUCOM is an equal opportunity employer and encourages the approach of women and minorities. The search will continue with a appointment is made. Screening begins immediately. The poster a svallable on January 1, 1893.



**SUPERINTENDENT Hudson County Community College** 

the Board of Trustees of fludson County Community College seeks an etraordinary educational leader interested in an opportunity to truly enable a difference in an urban community college where the richness of Gersity is taken for granted. The President is the chief executive ofter and reports to the Board of Trustees. The Maritime Administration, Department of Transportation, invites applications for the position of Superintendent, U.S. Merchant Marine Academy. The Academy is a fully-accredited, degree conferring, four-year institution of higher learning operated on a regimental-military basts, with its primary mission to train young persons to be licensed merchant marine officers motivated to sail on U.S. vessels, as well as Reserve Officers in the U.S. Armed Forces The Superintendent is responsible for the operation and administration of the Academy. officer and reports to the Board of Trustees.

Number in 1974, the College is an open-access, urban community to degrators and access the Community of the College whose 2,800-student enrollment is projected to grow to 7,000 by 1995. Dispersed throughout Hudson Countly in northern New Jersey, stross the river from New York City, the College is planning new, not certailized facilities from which it will deliver university transfer, not certainly deducational education, adult basic and high school equivalency education and non-credit continuing education programs to an education and internationally diverse population.

Qualifications include demonstrated managerial and executive skills; sufficient academic credentials to direct the educational program; demonstrated knowledge of organizational functioning; ability to communicate effectively with a youthful population; demonstrated high-level public relations ability and demonstrated business acumen. Desirable qualifications are advanced degrees; responsible shipboard experience; and extensive knowledge of the U.S. martiline industry.

**United States** 

Merchant Marine Academy

KINGS POINT. NEW YORK

This is a Civil Service position in the Senior Executive Service. The solary range is \$90,000 to \$112,000. A copy of the official vacancy amnouncement and related forms may be obtained from the office Identified below. Completed applications must be submitted to the office Identified below by 8/14/92.

U.S. Department of Transportation Maritime Administration Office of Personnel (MAR-360) 400 7th Street, SW. Room 8101 Washington, DC 20590 Telephone: (202) 366-4141

PRESIDENT/CEO

Women and Foundations/Corporate Philanthropy

WAF/CP is a national membership association of foundation stall and trustees concerned with the well lieting of all women is girls WAT/CP's initiatives include research on patterns of philanthropy affecting women and ights, regional conferences, and a foundation internship program primarily serving women of color students The President is the CEO of WAF/CP, paponsible to: overall administration, day-to-day operations, and the implementation of the Board policy and program decisions. The President serves as the first between the membership and the Board and as the external representative of WAF/CP.

Qualifications: Disconstrated commitment to issues affecting women and girts; leader-stin experience, and management, fund rating, program and communications sidils. The candidate must have a commitment to building a multi-cultural organization which incorpo-tates the experience and represents the needs of many communities of women.

Applications: Submit no later than June 5, 1992 a résumé and the names of two selectives to

The Search Committee
Wunten and Foundations/Corporate Philanthropy
322 Fighth Avenue, Room 702 • New York, New York 10001 No phone calls please.

WAF/CP is an equal opportunity employe

PRESIDENT

THE UNIVERSITY OF TEXAS AT PERMIAN BASIN

Nominations and applications from qualified and interested candidates are sought for President of The University of Texas of the Permian Basin. The position is currently filled on an interim basis.

U.T. Permian Basin, established as an upper-level university in 1969 and authorized to add a lower division for the 1991-92 academic year, is one of 15 component institutions in The University of Texas System (9 general academic institutions and 6 health-related components). Located in Odessa, U.T. Permian Basin serves primarily a seventeen county region surrounding the cities of Midland and Odessa.

The institution enrolls approximately 2100 students (17.3% minority) in 35 degree programs at the baccalaurente and master's levels through the following Divisions: Behavioral Science and Kineslology; Business, Education; Humanities and Fine Arts; and Science

riumanities and Fine Arts; and Science

The facilities of the institution are ample and would permit expansion of enrollment without new construction. A new facility, housing the Permian Basin Center for Energy and Economic Diversification, is to acted midway between Odessa and Midland. As part of the U.T. System, U.T. Permian Basin is connected by a high speed digital communications network to other components. This technology allows for interactive multimedia instruction—and access to a CRAY Y-MP Supercomputer and on-line catalogs for combined library holdings of over 10 million volumes, including the h-million volumes of the U.T. Austin General Libraries.

The President is the chief administrative officer of the University and reports

volumes of the U.T. Auslin General Libraries.

The President is the chief administrative officer of the University and reports to the Executive Vice Chancellor for Academic Alfains of the University of Texas System. Candidates for the presidency should be highly respected within the academic community, possess an earned doctorate or comparable academic credentials, have achieved distinction in at least one academic or professional area, exhibit a commitment to excellence in research and teaching, have demonstrated considerable leadership and administrative ability, present a strong commitment to and experience with development of diversity, have a solid record of institutional development experiences, and possess the ability to communicate the mission and needs of the University to faculty, students, alumnit, and other constituencies.

Letters of application or nominations will be accepted until lune 1, 1992. After that date, the Advisory Committee or the Board of Regents may request and consider credentials from additional candidates numinated from responsible sources. All nominations and applications (with supporting materials)

Advisory Committee for the Selection of a President at U.T. Permian Basin c/o The University of Texas System 601 Colorado Street Austin, Texas 78701

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Tantaga ya kacamatan

### **End Paper**

The Wonderful Stink of a Printing Office



WOULD, I think, be useful to tell the tale of my happy defile into printing. The Yale Art School, where I was a student just before & during the first years of World War II, was Beaux-Arts & retardiere: Its masters kept a dead tradition alive & ruthlessly so; they were brutal in asserting their notions, opinions & attitudes. I was petulantly & zealously young & aggressively ardent. My crude makings bore little resemblance to my lofty aspirations & conceptions.

I was in a state of anticipatory arrogance. I had built a drawing style compacted out of Rossettian pre-Raphaelitism & Botticellian neo-platonism. These ill-drawn effusions were achieved in life-drawing class, deploying the lightest tonalities of pencilled graphite. Along would come the hateful master, & he would slash at my timid, pallid drawings with heavy charcoal, correcting my mistakes. . . . 1 rebelled against the repulsive criticisms, I cherished my incompetence, I nursed my bashed ego, & 1 appeared at life-class less & less.

There is at Yale a separate library housed within Sterling; it is called Linolian and Brothers Library & was founded in 1832.

. . . One fair day, I chanced upon the shelves laden with books by & about William Blake, Confronting Blake plain & unexpected was like being struck by a locomotive. Here was model, praxis, paradigm, & example, an artist & poet coupled. He made his own strange & marvellous books; their impact was overwhelming, & I determined to learn to

Three of Yale's colleges had printing presses, & I managed a relationship with the senior printer at Jonathan Edwards College, who handed me a key & access to bliss. Into that garden-shed printing office I plunged & saw for the first time a Chandler & Price foot-treadle press & handled Casion types & decent English paper, & they in consort with rich black ink & typewashes make the wonderful stink of a printing office. The burning desire to print. implanted by Blake, had so seized me that no difficulty could stay my composingsticked hand. My entire ignorance of printing history & woeful innocence of all printing practice & procedure did not prevent me from leaping into that messy. soul-satisfying cauldron. I did somehow manage to set & print a book of my own poetry; the true Gehenna Press

"The Gehenna Press: The Work of Flfty Years, 1942-1992" will be at the Bridwell Library, Southern Methodist University. Dallas, through May 16. It will then travel to the Grolier Club, New York City (September-November, 1992); the University of Delawar Library, Newark (January-March, 1993); the Robert W. Woodruff Library, Emory University, Atlanta (April-July, 1993); the Hunt Memorial Library, Carnegie-Mellon University, Plusburgh (September-November, 1993); and other places through 1994.

The text above is by Leonard Baskin, owner of the press and visiting professor of art at Hampshire College. It is excerpted from the exhibition catalogue, which is published by the Gehenna Press and the Bridwell Library and distributed by the University Press of New

Prompted by a recent Education Department ruling, students have forced several universities to reconsider their policies on the confidentiality f written comments by dmissions counselors.

The Education Department, in a case involving a former student at Harvard University, recently ruled that a federal privacy-protection law gves students the right to see any notes about them by admissions counselors reviewing their applications (The Chronicle, April 1). Most college officials had thought such comments were not covered by

Following the ruling, both Harvard and the University of Pennsylvania complied with student requests to see such records.

Now students at Stanford and Wesleyan Universities are demanding to see their records. At Stanford, officials have decided to give students access to the records. but the university has announced that after this year, it will routinely lestroy the comments before students enroll. The Education Department ruling said universities could destroy the records, as long as there was no pending request to

At Wesleyan, a lawyer is reviewing the Education Department ruling. So far, the records have been kept from students.

Joshua A. Gerstein, the former Harvard student who sought the Education Department ruling, said be was pleased that students at other institutions were secking their records. He said that, once students at more campuses had obtained their records, he would try to get a group of them together to analyze

The "strategic plan" under development at the National Institutes of Health may not lead to lots of new money for nomedical research after all. Officials at the NIH have said that

the plan, a long-range agenda for the institutes, would persuade Congress to provide extra funds by demonstrating the value of the research conducted.

But a senior official at the NIH now says that may not be the case. Leamon Lee, director of the Division of Financial Management at the NIH, says, "If you have a strategic plan, you will ask for additional dollars. But if you don't get them, then there will have to be between new things that you want to do and some old things that may not be reaping benefits. You've got to

He adds that it is too early to say what will be included in the plan and which existing programs may be in copardy of cuts.

Mr. Lee made the remarks after being asked about a story in Science & Government Report that quoted in Administration memo warning of "false expectations in the science ommunity" that the MIH plan would lead to more research funds.

### **Government & Politics**

# Colleges Are Pressed to Reconsider Ties to Foreign Students and Companies

Some academic leaders fear emergence of xenophobia that could hurt higher education

By SCOTT JASCHIK

WASHINGTON

Some government officials are pushing colleges to reconsider their ties to foreign students, companies, and governments.

The officials say that universities must

pay more attention to the nation's economic needs, but many academic leaders fear that the new pressures amount to xenophobia that may hurt higher education.

The debate is playing out in many ways: Last week, the House of Representatives science subcommittee held a hearing on a bill that would require colleges applying for federal research grants to report to the government the names and nationalities of any foreign graduate students who might assist with the project, and to certify that no qualified Americans were available

■ The House Subcommittee on Human Resources and Intergovernmental Relations is expected in the next few weeks to issue a report on whether universities with technology-transfer programs are using federal funds to assist foreign companies. The panel's study started after hearings at which the Massachusetts Institute of Technology was criticized for its foreign ties.

to perform the work.

■ The House Republican Research Committee is conducting a survey of research universities to assess their policies



Gene L. Woodruff of the U. of Washington's Graduate School: "Trying to keep secrets in the world of graduate education and research is a sure ticket to mediocrity."

on "sharing technology with foreign entities which have contributed financially to

■ Robert M. White, Under Secretary of Commerce for technology, told a meeting of the American Association for the Advancement of Science last month that universities should be careful in establishing

research relationships with foreign companies. Such ties should be allowed only if American researchers gain access to foreign scientific information, he said. "Knowledge should be bartered, not sold," Mr. White said.

A provision in the House version of Continued on Page A34

# U.S. Mulls New Approach to Paying Overhead Costs of Research

By COLLEEN CORDES

The federal government is reassessing whether it is paying more than its fair share of the total costs of academic science.

Many universities say they are already so squeezed financially-and so overextended in the activities they are trying to support-that any attempt by the government to shift more of the bill to them would simply result in institutions' conducting less research.

The stage for the reassessment is a government-wide review of the current system for reimbursing universities for the overhead costs of research. The review is being conducted by a federal committee led by the White House Office of Management and Budget.

for direct costs of particular research projects and general overhead expenses, based on guidelines that define the kinds of expenses that can be charged to the government. Pederal officials have long expected universities to share in the costs of federally supported research projects. But no one has ever defined exactly what each partner's fair share would be.

### Prospect of Lower Rates

Now, prompted by the scandal over improper overhead charges at universities and the rising demand for federal research dollars, lawmakers and federal officials are

Dennis F. Dougherty, senior vice-president for adminstration at the U. of Southern California: "We don't even know what the current share is now, fair share or not."

closely examining whether the current system allows universities to receive too much federal money.

Many science-policy experts say the prospect of lower rates of reimbursement from the government for research costsparticularly for overhead—is real. The potential shift is intensifying pressure on institutions to adopt a new, less-comprehen-

sive definition of the research university. In the long run, a shift that forced universities to focus on their research strengths would be good for the nation, some experts maintain.

"It may mean you don't do world-class research in every area-that you can't afford to," says Daryl Chubin, a senior associate at the Congressional Office of Technotogy Assessment.

### 'Quite Unrealistic'

But Hanna H. Gray, president of the University of Chicago, argues that universities aiready have all the financial incentives they need to refocus their efforts. Shifting more research costs to universities could force the institutions to compromise the quality of their research, Ms. Gray says.

Universities are already struggling to improve undergraduate education, she says, so expecting them to do that and to pick up more of the tab for research "seems to me to be quite unrealistic."

If the government does explicitly change its policy to require universities to shoulder a larger share of research costs, that share may continue to climb every time Congress is strapped for money, suggests David J. Lyons, vice-president for business and finance at Rockefeller Universi-

"The question is, where do we stop-Continued on Page A34 significantly reduce the quality of stricts that is suing the state for

that his organization would opp

any policy that isn't. He also to

that because many students are to

ger to live on a campus and get:

volved in student activities, fem i

those already applying to four-ye.

institutions may want to enroll at

Community-college officials :

they like the idea, as long as the

community college.

the programs."

Reginald Wilson, a senior schol-

posal does not indicate whether

### States Look at 2-Year Colleges as a Conduit to a Bachelor's Degree

Continued From Page Al policy for the Education Commission of the States. "The real issue is, at the very time we need to insure greater access, we're shutting down the system and thinking of a variety of gimmicks to give the impression that we're not."

Indeed, proposals for using community colleges in new ways are already drawing criticism. Some educators warn that offering baccalaureate degrees at community colleges would dilute the quality of programs that are serving the students now enrolled at two-year institutions. Others say the changes would lead to fewer minority students' enrolling at four-year colleges and universities.

### No Room for the 'Average'

Supporters of the new ideas for scolleges say their states have no choice. In Florida, State Rep. J. Keith Arnold says he proposed grants for private colleges that accent community-college graduates because nublic four-year colleges don't have room for more students.

"Our public institutions are becoming more and more competitive, and only the children with the highest averages and the ability to pay the full freight are being accepted," he says, "The 'average' student doesn't get accepted to a Florida university anymore."

His legislation would pay private colleges for each community-college transfer student who enrolled. But grants and other state aid could not total more than half of what the state would spend to educate each student in the upper division of a public university. In 1991-92, that cost was \$3,000, says Edward L. Cisek, deputy director for finance for Florida's community colleges.

Only secular institutions that have formal transfer arrangements with community colleges, specify-. ing what credits can be transferred, would be eligible for the grants.

Community-college officials like the idea. "We are supportive of anything that will allow our graduates more access," Mr. Cisek says.



Miami-Dade's Robert W. K. Beguiristain: Offering baccalaureate degrees "might mean a great two-year college would turn into a mediocre four-year university."

forced to cut back.

"But they also know public colleges cannot handle the demands being placed on them, and they year colleges were becoming fourknow the picture isn't going to change," he says.

### Adding to the Burden?

The same picture has prompted a the goal to be something else." discussion of offering baccalaureate-degree programs at selected community colleges in Florida and their "bread and butter" offering, says R. Stuart Marshall, an educaelsewhere in the nation. Some educators warn that the shift would place additional burdens on community colleges, duplicate programs already offered at other colmission. But at least one college president is enthusiastic.

some limited upper-division opportunities at some community colleges," says Robert H. McCabe, district president of Miami-Dade Community College. "We're about Beguiristain, president of the Stufour years away from a 20-per-cent

George Vaughan of the Institute of Higher Education at the U. of Fiorida: The colleges

should not abandon the associate degree as their "bread and butter" offering

leges as public universities are for that, so something has to be done." But that option is not without its drawbacks, he says.

"In the 60's, when many twoyear colleges, they lost their commitment to occupational programs and to the open-door policy," Mr. McCabe says. "But we don't have

Community colleges should not abandon the associate degree as says George Vaughan, associate director of the Institute of Higher Education at the University of sons and certain times when it would be appropriate to offer edu-"I think there is good reason for cation beyond the associate's deit's not being met by four-year in-

However, Robert Wesly Kinsey dent Government Association of

legislators are hesitant about pro- increase in high-school graduates, Miami-Dade's North campus, opviding more money to private col- and the state is simply not prepared poses offering baccalaureate programs there. "That might mean a great two-year college would turn

Meanwhile, California lawmakers are eyeing the proposal to divert some prospective four-year students to community colleges for the first two years as a way to serve more students. It would also save the deficit-saddled state about \$25million a year beginning in 1993-94, tion analyst for the Legislature. He says the state estimates that expenditures in the 1992-93 academic Florida and former president of year for each new student will be Piedmont Virginia Community \$2,700 at the California Communileges, and weaken the two-year College. "But there are certain rea- ty Colleges, \$4,400 at the California State University System, and \$6,000 at the University of California system. Those numbers, he says, provide a clear-cut rationale for shifting more students to twoyear institutions.

Assemblyman Sam Farr's bill would require that the two university systems establish formal policies "whereby qualified freshmen may be voluntarily redirected to attend community colleges for their undergraduate classes.'

### Regents Must Approve Policy

At the University of California, the policy would not apply unless the regents approve it by resolution. The bill would guarantee a student who chooses that route a lot of sense to me. We can educate place for upper-division work in either system. That would not only er cost than the universities can," say, but also ease the financial burden of a college education on students and their parents.

Mark C. Krausse, a consultant to Assemblyman Farr, says: When you can educate somebody for less at the community colleges. where the student-teacher ratio is better and you have more contact with the professor, there don't seem to be many reasons for not

doing it." Sal Damji, vice-president of the Associated Students at California State University at Northridge, says the proposal is a good one "as did before," would be a dangerous long as it's voluntary." and adds

into a mediocre four-year university.'' he argues.

ria or numerical goals for steeing students to two-year institutions. and supporters insist the choice would be the student's.) 'Warehousing' of Minorities Mr. Wilson fears that if criteris dents to community colleges, "the students who will be disproper tionately referred to community colleges will be black and Hispanic. So it's going to increase the warehousing of minority students at community colleges and reduce four-year institutions."

Mr. Vaughan at the University of Florida backs the idea of redirecting willing students to commit nity colleges, with the caveat that those students "not be only minor ities, only women, or only students who come from lower socioeconomic backgrounds. In other words, there must be no bias." Phyllis L. Peterson, president of

Diablo Valley College, a "feedt" institution for the University 6 California at Berkeley, says the proposal simply codifies an accept. ed practice. "It actually makes 2

with new ways to educate most

students with fewer resources.

position to take."

builty prosecutor to co œanor criminal case against Whatever the high-growth sta do to provide college opportunities for students, one thing is certain to Mr. Callan, the California consul tant: States will have to come u

kholas E. Haben, died of alcohol "There are great dangers in do-Moning after participating in an milation," which involved drinking nothing," he says, "The states that did a reasonably good job of 4 of new members of a lacrosse

accommodating the 'baby boun' population are now made up increasingly of minority-group ment bers. To turn around and now say, 'We're not going to offer what we defivery of alcohol to a minor.

### STATE NOTES

■ Va. education secretary angers professors at public university

■ Illinois Supreme Court allows trial under 1901 hazing statute

Connecticut board approves merger plan for two-year colleges

others," in a way that causes "in-

jury to his person."

ture satire.

Some faculty members at the The criminal case had been on vague wording could apply to peohold while the students' lawyers ple ridiculing groups like the Ku have enough money to serve the Virginia Polytechnic Institute students. Says Queen F. Rands, and State University have acpresident of American F. Rands and State University have acchallenged the law. The lawyers ar- Klux Klan or teaching works by gued that the little-used statute was authors such as Mark Twain or president of American River Col lege: "I would hope that the first reary James W. Dyke, Jr., of ing would follow the state first reary James W. Dyke, Jr., of unenforceable because it was too have outgrown the funding were questioning the link between ceive from the state for the state of the state. The law defines hazing as "holding up any student, scholar, or individual to ridicule for the pastime of ute meant a "physical or bodily"

dents we already have, and we are trying not to turn students away.

Mr. McGuinness of the Education March, Kern Alexander, a tion Commission of the State tolestor of education, invited Mr. wonders if California may end up Dike to speak to a conference on going back on its promise to style chool financing in April. The invitation stated that the conference "I don't know where the mone sould be "held in conjunction" is going to come from to guarante with the meeting of the Virginia people slots," he says. "They's collision for Equity in Educational have to either limit enrollment or Funding, a group of 41 poor school

Mr. Dyke said the invitation ar at the American Council on Educate it appear that the university cation and a former president of the supporting the suit, so he Wayne County Community Col . med it down. But E. Fred Carlege, is concerned that student hik, Virginia Tech's provost, may be diverted to two-year col stroke to Mr. Dyke that faculty leges based on grades, test scores. It content advising the coalition had or other characteristics. (The prouiversity." He said that the invicolleges would establish any crite thinn's wording may have been "politically naïve," but that it did M indicate university involve-

hamemo last month to faculty

wenbers, Mr. Alexander said Mr. Dite's inquiries to Mr. Carlisle about professors' activities on be-

like grades are used to divert stu- half of the coalition had been meant ointimidate faculty members. "The controversy generated by Seculary Dyke had little to do with wording of the invitation but filter reflected his objection to the that and substance of the disassions that were to transpire at the likelihood that they will attend the faculty research conference." k. Alexander wrote. He warned that "the want of fiscal autonomy"

agate universities places academ leedom "at risk." ficulty members have "the reoubility to not give the impresin they're speaking on behalf of be university," Mr. Dyke said. " how where the line is. In this ase, the line might have been

The Illinois Supreme Court reversed a lower court rul-I and unanimously upheld constitutionality of a 1901 stalaw that outlaws hazing. The decision paves the way for a

-JOYE MERCER

Western Illinois University stuthe charged in connection with October 1990 death of another sim Illinois student. An investigation by the universiconcluded that the student,

homey William E. Poncin. denged 12 members of the la-Me club with hazing and unlaw-

approved a plan to merge five technical colleges with five of the state's 12 community col-

The General Assembly has a year to reject the resolution before William Shakespeare, which feathe merger goes into effect. But lawmakers could vote to start the But the court said in its ruling process on July 1, the beginning of that the "injury" in the hazing statthe next fiscal year. Although a similar merger pro-

posal was rejected by legislators Gayle T. Carper, a lawyer for lawyers for the students said such went too far in interpreting the stat- dent of success this year, "a time in the technical colleges. —J.M.

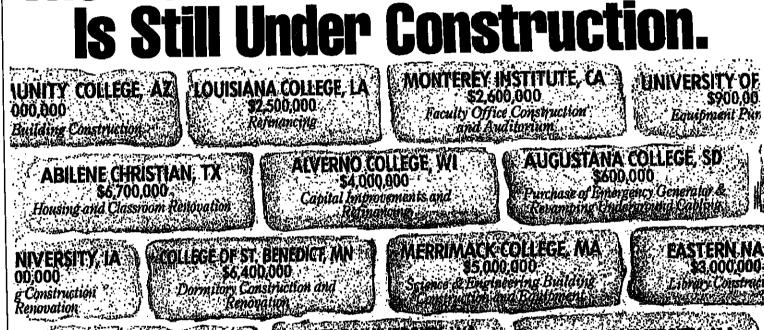
ute. "I'm disappointed that our of searce resources and increasing court acted like a legislature," she need," said Valerie F. Lewis, as--GOLDIE BLUMENSTYK sistant commissioner for student and support services.

Although some of the changes Connecticut's Board of Gov- required for the merger could be ernors of Higher Education has made within six months, the complete change is likely to take up to 18 months, Ms. Lewis said.

Community colleges will be merged with the five technical colleges in Hartford, New Haven. Norwalk, Norwich, and Water-

In some cases, the technical college campuses will be closed, while in others the facilities will remain in use. Approximately 18,000 fulltime students are enrolled in comthree years ago, higher-education munity colleges in those cities. Just In challenging the statute, the one of the students, said the court officials say they are more confi-

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### University Consortium Charged With Mismanaging Work on Supercollider

A consortium of 79 universities of supercollider employees. overseeing the construction of the Superconducting Supercollider is facing a storm of criticism from investigators who say the group's lax management and inexperience in construction could result in significant overtuns in the \$8.25-billion

In recent months, investigators for the General Accounting Office, a House science subcommittee, and the Department of Energy's Office of the Inspector General have all criticized the Universities Research Association for failing to develop an adequate accounting system to track its spending and for allowing some construction costs to rise above estimated levels.

### Repeated Changes

The investigators contend that URA has been unable to control the escalating costs of its main subcontractor and, in at least one instance, is to blame for the higher cost of constructing a building because the design was repeatedly changed by URA officials as it was

Congressional investigators also have uncovered a series of controversial charges to the government by URA and its main subcontractor. and plant care over an 11-month period last year; \$13,599 for profes-

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institutions respond

lars over the past few years for college scholarships for the children the Energy Department.

Although Energy Department officials have publicly defended the management of the project, the investigators obtained letters from senior department officials castigating the direction of the project and taking away some of URA's power to manage it.

The allegations have provided additional grist for critics who contend that the supercollider, a 54mile elliptical proton collider being built near Dallas, will cost the government much more than advertised and divert limited resources from other research efforts. Some lawmakers say they plan to use the information to argue against continuing support this year for the controversial project.

Officials at URA and the Energy Department, which is financing the project, say many of the problems identified by the investigators have either been corrected or are now in the process of being fixed. They tor, Parsons Brinckerhoff/Morrialso deny that the supercollider is facing cost overruns. The higher costs in some parts of the project, costs in other areas that are lower

"Our best indication is that the

Good Intentions.

Those are just a few topics discussed in the proceedings of the

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Minorities in Graduate Education: Pipeline, Policy, and Practice

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mittee last month, Victor S. Rethat its projected costs would in- of a lower estimate for inflation. crease by \$73-million to \$383-mil-

April I provided a more accurate Congressional investigators, picture of the projected costs for however, paint a different picture. the project's conventional con-At a hearing of a House subcom- struction-the buildings and offices that will be used by supercolzendes, who directed a study on lider scientists. But the GAO and the supercollider for the GAO, the other investigators maintain that investigative arm of Congress, said much of the savings in that projecthat the project's subcontractor tion resulted from the transfer of had informed URA last September work to other accounts and the use

Edward J. Siskin, a URA official lion because of additions to the who is general manager of the Supproject and better information erconducting Supercollider Lababout the actual architectural and oratory in Dallas, denies those

"If these things are allowed to go on in the conventional construction, how are they supposed to control the more sophisticated parts of the project?"

the supercollider site.

He said that after discussions with URA officials, the subcontrac- new plan. son Knudsen, or PB/MK, proposed in February to reduce its architectural and engineering costs. But to they say, are being absorbed by bring its cost projections within the government's estimate, Mr. Rezendes said, the subcontractor was forced to transfer much of the work

would be transferred under the

At the hearing, Mr. Rezendes ceeded.

facility to the magnet laboratory additions that increased the building's cost, but would ultimately save the government money.

### Charges for Lunches

main so in the future. In documents made available to The Chronicle, aides for the Subcommittee on Investigations and Oversight of the House Committee on Science, Space, and Technology found numerous additional payments to PB/MK during the past several years over and above the profit and administrative expenses the subcontractor received for building facilities at the supercollider laboratory.

Besides the plant-care and engineering-license expenses, the charges include \$12,239 for execu-

engineering costs for buildings at charges. He says that only \$15-million of the \$1.25-billion estimate

> also criticized URA officials for a \$1.4-million cost overrun in the construction of the \$9-million magnet-development laboratory. He said that much of the overrun had occurred when URA forced the subcontractor to begin construction before completing the building's design and then kept changing the design as the construction pro-

URA officials say those changes

Mr. Rezendes said URA's deciion last year to move the supercollider's two particle-detector halls to a more geologically stable location could result in an even greater cost overrun. Although that action was intended to prevent any movement in the massive particle detectors, it could result in a 13-month delay, he said, adding \$400-million to construction costs. But Mr. Siskin says that while one proposal did note the possibility of a 13month delay, the March 1999 date for completing the halls and installing the detectors remains un-

Other Congressional investigaors say a separate review of costs hat ura allowed its main subcontractor to charge to the government makes them skeptical of assurits estimated budget and will re-

with URA's progress to date; says

costs to date were "excessive" be-

cause of numerous changes during

construction, the incompatibility

with the accounting codes used by

ubcontractors of the system used

w use officials to track expendi-

tures, the inability of URA to COn-

tol subcontractor costs, unsatis-

mealack of management ability on

Mr. Cipriano says the two letters

were intended to send a strong

message to the subcontractor to re-

duce its costs and cost projections.

didn't shape up, we'd find another

contractor," he says. "And

<sup>they</sup>'ve made some remarkable im-

"Some of the blame washes over

of the subcontractor," Mr. Cip-

nano says. But he emphasizes that

URA is not in danger of losing its

management contract with the En-

tigy Department, even though

agency officials continue to over-

see and co-sign the payments that

"It's not punitive, so much as

they are experts in high-energy

caled parts of the project?"

VIA makes to subcontractors.

aining." he adds.

"We told PB/MK that if they

the part of ura when it comes to

aventional construction."

supercollider laboratory.

1Am Extremely Upset'

tive lunches over an H-month [5:3 od period last year, \$1.5-million But recent letters to URA officials the relocation of employeesto b. from Mr. Cipriano and other Enerlas from November 1990 to Decem n Department officials contradict ber 1991, and more than \$10,000/g that statement. On December 30, a Christmas party last December [9], for example, Mr. Cipriano the posh Adolphus Hotel in Dalle

ante to Roy W. Schwitters, direc-Aides to the subcommittee a knowledged that while the charge torof the supercollider laboratory, were not illegal under government that his department was "very conemed about URA's ability to manrules, their approval by URA (F. we and control the effort and cost cials contradicted assurances Energy Department officials the under the cost plus award fee type the supercollider was a tight of subcontract with PB/MK." managed project in which the co-Mr. Cipriano wrote that a study by the Energy Department's into U.S. taxpayers was being min spector general found that the

"Are these the kind of activiti that taxpayer dollars should spent on?" asks Bob Roach, aide to the subcommittee. "Whi we see in the documents does to give us the indication that eventhing is o.k."

### Some Cutbacks Accepted

Paul H. Gilbert, the project & rector for PB/MK, emphasizes 18:1 all of the expenses were alloward under federal acquisition reals tions and were agreed to by u when it selected his company as main subcontractor.

In another letter to Mr. Schwit-Mr. Siskin also defends ters, dated January 24, W. Henson Moore, then Deputy Secretary of charges, saying he and other w officials believed the expenditure Energy, wrote that he had were justified to maintain a proper "kamed that the overrun prob-Working environment and reward kms are continuing and may even be getting worse. I am extremely employees.

who heads the Energy Department's ssc project office in Dallas, says he believes the charges for the plants and other general admintrative costs that were paid lots subcontractor "were high" asi Pn/MK officials, "they've agreed ₩ cut back in that area."

Mr. Roach also took issue the money paid each year by the Energy Department for college scholarships for the children of URA employees working at the supercollider Inboratory and at Femilab. Documents obtained by the subcommittee show that the department intends this year to provide \$225,000 to URA for the schol arships, \$112,000 of which will p to employees at the supercollide laboratory. Mr. Roach calls th scholarships an unnecessary p for already highly compensa-URA officials, and says the mout is diverting resources from the construction of the supercollider.

### 'We Are Satisfied'

Mr. Toll of ura, however, the scholarships are necessary to attract scientists and administrators to the two laboratories. Man of them "are leaving academic in stitutions where they have similar

Mysics, not because they are ex-In defending URA's manager of the supercollider, Mr. Toll enpens in construction." phasizes that URA "has been per "Not surprisingly," he adds. forming well and faithfully" we've had to help them." cording to its management contract But some critics wonder how with the Energy Department, as it much additional help will be needhas in the management of Ferni ed when engineers move from delab. "The ssc is still primarily a signing and erecting buildings to construction project, moving h the more difficult technical task of ward a laboratory," Mr. Toll says. constructing the subatomic-parti-But, he adds, "obviously, it's our responsibility to manage it as well "If these things are allowed to go as possible. I think that's being

Publicly, Energy Department ficials agree. We are satisfied

Ur. Cipriano of the SSC project of-

### Testy Wrangling Over the SSC Extends to the Cost of Answering Questions From a House Subcommittee

listed \$484,000 for the labor of the

equivalent of 350 employees work-

views with subcommittee staff.

calculate that the cost of photo-

buying 17 boxes of computer

"floppy disks," and overnight

should come to no more than

\$2.804. Assuming that the agency

"burned out" a photocopying ma-

chine to comply with the request,

pare for a Congressional hearing? For a one-day hearing on the Superconducting Supercollider

last year, the estimates vary wide-

ly-from \$650,000 to \$3,000.

Officials at the Department of Energy say that the documents requested by a Congressional committee for the hearing last May cost the agency more than \$650,000 to produce. The demands, they say, reflect the extent to which some lawmakers will go to hamper ef-

forts to build the supercollider. Aides to the Subcommittee on Investigations and Oversight of the House Committee on Science, Space, and Technology, however. calculated that the cost of the matefactory work authorizations, unlimely financial reports, and "a rials, photocopying, and shipping por working relationship" beto comply with their request could not have exceeded \$3,000. They tween the subcontractor and the maintain that the agency's estimates of the labor to compile those materials are absurd and show the extent to which the department will manipulate its accounting of supercollider spending.

### 'Deeply Troubled'

The dispute over the costs began in mid-February, when Rep. Howard Wolpe, a Michigan Democrat

letter of complaint to Rep. George E. Brown, Jr., a California Democrat who chairs the science

In the letter, Mr. Watkins said he was "deeply troubled" by what appeared to him to be "an ongoing campaign by the chairman of one of your subcommittees, the purpose of which appears to be harassment of, and a political diversion of resources from, the department's Superconducting Supercollider."

"Over the past year, this de-Of URA, because they are in charge partment has provided enormous amounts of information (including nearly 50 boxes of documents, some 100 magnetic disks, personal interviews, and answers to at least 80 detailed questions) to chairman Howard Wolpe to assist the Investigations and Oversight Subcommittee's seemingly endless 'review' of the ssc. Such requests are both costly and burdensome in Mr. Cipriano notes that URA offitals were chosen to manage the reviewing documents, and prepar-Supercollider project "because ing copies. We estimate that last year's efforts cost the American taxpayer over half a million dol-

### **40 Boxes of Documents**

When Mr. Wolpe asked the department to prove it, agency officials provided him with a five-page list of charges totaling \$654,670.

They included \$71,250 for the work of employees at the department's headquarters, \$7,920 for interviews between the subcommitin the conventional construction," says Mr. Roach of the sub-\$8,500 for reproduction costs. committee, "how are they suplosed to control the more sophisti-

At the department's ssc project office in Dallas, the agency said 20 employees worked the equivalent

WASHINGTON of 10 days on the requests for a shell out only an additional \$10,865 How much does it cost to pre- total cost of \$60,000, and Congres- for a replacement copier. Using the sional interviews added \$6,000 in department's overall cost figure, labor and travel costs. For the ssc that would leave about \$641,000 for laboratory in Dallas, the agency labor and travel.

### 'A Great Deal of Liberties'

Subcommittee aides say the ing two days to put together files, claim that it took the equivalent of the equivalent of 200 employees 550 people working two days at the working two days to answer questions, and \$17,000 for labor and ssc laboratory to respond to part of their request is absurd. They also travel costs to respond to interdispute the travel charges, saving most of the interviews were con-Subcommittee aides, however. ducted when ssc officials were in Washington on other business. copying 40 boxes of documents,

"They took a great deal of liberties in what they charged as costs,' shipping for 35 40-pound boxes says Bob Roach, an aide to the subcommittee. "These guys are unscrupulous when it comes to changing numbers."

Joseph R. Cipriano, head of the they say, the agency would have to department's ssc project office,

which prepared the estimate, defends the charges, noting that it took employees an unusually long time to go through files, because of the "unfocused" nature of the sub-" committee's request.

"Think of how many people it takes to go search, find, copy, and index 52 boxes of documents," he says. "I would say the amount of money we indicated is not unreasonable. I would say the cost esti-\_ mate isn't off by much."

Mr. Cipriano says the high labor costs were due partly to the fact that the ssc project office and the ssc laboratory did not yet have in place an efficient, computerized system for filing and retrieving

Mr. Roach, however, calls the agency's calculations a perfect example of "the creative accounting that is the hallmark of this proiect," with one difference. "Instead of using creative techniques to deflate costs," he adds, "here, the department inflates them."

-KIM A. McDONALD

### project is on time and within budg- it had initially promised to other However, Joseph R. Cipristo, Insuring America's Future upset at this news and URA's rewho chairs the subcommittee, et," says John Toll, president of parts of the project. He charged URA, a consortium that includes that many of the projected costs wrote to James D. Watkins, the "You have known about this many of the nation's leading re- weren't reduced, but were simply Secretary of Energy, detailing a list problem for some time and have sional dues, memberships, and li-search universities and that was moved to other accounts. of documents he said his staff neednot addressed it," Mr. Moore added by March 2 for an April hearing censes to engineering societies; formed in 1965 to manage the Fer-URA officials contend in interallowed them to add more offices લં,noting that he was taking away and hundreds of thousands of dol- mi National Accelerator Laborato-Wa's responsibility for paying on the supercollider. views that a better estimate comto the structure and to move a com-Delaware County (Pennsylvania) Authority A week later Mr. Watkins wrote that after recent discussions with munications center from another subcontractors and approving construction changes. "This shows to

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### WASHINGTON UPDATE

- House rejects plan to eliminate support for Space Station
- Report urges study of ethical implications of genome project
- Scope of federally financed drug research is questioned
- Humanities endowment seeks applications on democracy
- Federal judge will not order arts endowment to open meetings

159, to reject a proposal to end federal support for the Space

bon of \$2.25-billion for the Space sues." Station from the reauthorization bill for the National Aeronautics and Space Administration. The amendment also would have stiputhrized for the project would have

wal, said that the government should not finance the Space Staimbecause the money was needel elsewhere. He also said that, while worthy science projects lack mough funds, the Bush Adminisprogram of limited scientific value.

"This is a Space Station in search of a mission. It is lost in space," Mr. Roemer said.

The House of Representa- publican: "The Space Station will to identify genes that make it likely ires voted last week, 254 to push scientific knowledge forward. that a person will develop certain It is collectively believed by the medical-research community that the station can help develop an understanding of many vitally impormendment to strip an authoriza- tant human medical-research is--SCOTT JASCHIK

The Secretary of Health and port says. Human Services and the Secre-Lited that \$1,1-billion in funds au- tary of Energy should jointly establish an advisory commisben shifted to other NASA science sion that would look at the ethical, legal, and social implications of the Human Genome Removal who sponsored the pro- Project, according to a report released by the House of Representatives Committee on Government the investigative arm of Congress,

> The commission would then make recommendations to the ex- combat illegal drug use goes to cy. The NEH also encourages ecutive branch, Congress, and state governments.

The Human Genome Project, backed by the National Institutes

illnesses. But even supporters admit that the project raises many ethical concerns.

"There is a fear that genetic information will be used to identify those with 'weak' or 'inferior' 'biological underclass,' " the re--STEPHEN BURD

search plays in the nation's port grants on democracy. fight against drug abuse, according to a new report.

says in its report that only 4 per cent of the country's spending to "building new knowledge and developing new technologies."

"Given the needs we heard idenof Health and the Department of tified by both researchers and re-Supporters successfully argued the sequence of the genes on all the basic and applied studies, includ-March. Morella, a Maryland Re- will enable researchers and doctors er the budget commitment to re- "We would like it to be known that

it should take," the report says.

viewed extramural research grants that are supported by the National institute on Drug Abuse and the Office of Justice Programs in the Department of Justice. The grants focus on the causes, prevention, and treatment of drug abuse.

The GAO also found that while support for treatment and prevention studies has increased substantially since 1987, financing for studies on the causes of drug abuse "has remained tiny," at "about one-tenth of I per cent of the nagenes who will then be treated as a tion's drug control budget." —s.B.

Lynne V. Cheney, the chairman of the National Endow-Congress should evaluate the ment for the Humanities, has role that federally financed re- announced a new effort to sup-

All of the endowment's divisions, offices, and programs will be The General Accounting Office, involved in the effort, which calls for proposals on philosophical, historical, or cultural examinations related to the subject of democraresearch and development for scholars to propose projects that make use of overseas libraries, archives, and scholars inaccessible

under previous regimes. Duane DeBruyne, a spokesman Energy, seeks to create a map of search users—that is, a variety of for the NEH, said that the program was similar to ones in the past dealthat the Space Station was an im- human chromosomes. Supporters ing evaluations of drug policies— ing with the American bicentennial project. Said Rep. Con- of the project say such information we think it is time to review wheth- and the Columbus quincentennial.

search is appropriate and to set—this is a subject of particular interbroad priorities on what directions est to the endowment." he said. "There is, however, no money be-In preparing the report for the ing set aside for these projects and Chairman of the House Committee they will be judged on the same crion Government Operations, the teria as all other projects-scholar-General Accounting Office re- ly merit and intellectual integrity."

> A federal judge last week denied a motion to open to the public working-group meetings of the National Council on the Arts, the advisory council to the National Endowment for the Arts. The meetings remained closed last week.

> U.S. District Judge Norma Holloway Johnson said in her decision that the plaintiffs—The New York Times, The Washington Post, und The Philadelphia Inquirerhad failed to show that they would be "irreparably injured" if the court did not issue an emergency order to open the meetings.

> Four times a year, the Presidentially appointed board holds open meetings at which members discuss endowment policies and grant proposals. But recently council members have begun to hold closed meetings with endowment staff members, usually the day before a public meeting.

The three newspapers charged in their suit that those sessions violated federal open-meetings laws. But Judge Johnson wrote in her decision, "This court cannot agree that Congress intended interested parties to have access to every hearing gathering and preliminary decision-making process."

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### Colleges Are Pressed to Reconsider Foreign Ties

the bill to reauthorize the Higher Education Act would require colleges to report large gifts from foreign sources. When a similar provision was enacted five years ago, supporters said it was needed to combat anti-Jewish restrictions at-Jached to some gifts from Arab donors. But now supporters of the provision also say it will help prevent improper links between American colleges and nations that tial science Ph.D.'s in a manare economic competitors of the United States.

Higher-education officials say they are troubled both by the specific developments and by the philosophy that underlies them. Says Gene L. Woodruff, dean of the Graduate School at the University of Washington: "Trying to keep secrets in the world of graduate educution and research is a sure ticket to mediocrity. The idea that we can somehow build an information wall around this country is very short-

Lawmakers and others who want universities to be more careful about their foreign ties say higher education has not moved quickly enough to educate more American students or help American

In his speech to scientists, Mr. White of the Commerce Department said: "Universities must find ways to link their research more closely with needs of society, working more with private companics. As universities themselves become multinational, they must be sensitive to the value of the very thing they create-knowledge."

He added: "Knowledge is inflnitely reproducible, infinitely reusable, and actually increases in value with use."

Rep. Paul Henry, a Michigan Republican who sponsored the bill on foreign students, says that his legislation is needed to close a loophole in federal law, which normally bars the awarding of student aid to foreigners. But the law does not restrict universities that receive federal research grants from providing funds to foreign students for work on those projects, Mr. Henry

### Chances for Passage Unclear

In introducing the bill, Mr. Henry said the funds that go to foreigners were indirectly hurting the country. "Why are we using tax dollars to train individuals who will take their skills abroad and work for foreign companies that compete against us?" he asked.

Mr. Henry says his bill will not cause serious problems for American universities because it does not bar them from doing anything, but may "give universities the impetus to initiate creative programs that will draw more American students toward math and sciences."

Chances for quick passage of the bill are unclear. Administration officials and the Democratic leadership of the science committee are skeptical about it. But Mr. Henry has vowed to pursue the issue and he has support from a variety of sources.

. His bill has been endorsed by

State University and the author of Organized labor is also interesta controversial report that con- ed in the foreign-student issue. tends that American universities Dennis Chamot, the AFL-CIO's exfavor foreign students over black ecutive assistant to the president of students. Mr. Morris, whose re- the Department of Professional port has attracted praise from Employees, says that the union has many black educators, says ac- not endorsed any legislation on tions like Mr. Henry's bill may be university ties to foreign companeeded to prod universities.

"Who knows? American univer- says he is pleased that members of sities may then have an incentive Congress are questioning the relato find African-American potentionships. ner more like the way they seek foreign students primarily to serve African-American potentially out- as employees, as research assisstanding athletes for revenue-pro- tants, then the positions should be ducing sports," he says.

Mr. Morris says that, if anything is wrong with the bill, it is that it doesn't go far enough. He wants Congress to require that federal agencies give preference in award-

"Why are we using tax dollars to train

individuals who will take

their skills abroad and work for companies that

compete against us?"

ing research grants to institutions aries, and if you do, all you do is country by shifting attention away that graduate high numbers of minority doctorates. And he wants Congress to require that for every federally supported project in which more than one research as- that they admit foreign students besistant will be hired by a university, cause of the talents of those stuthat one American minority stu- dents and that they work with for- the United States," part of which dent be hired for every internation-

businesses and to gain support that

Frank L. Morris, dean of graduate Rep. Paul Henry says his bill may push colleges to create programs studies and research at Morgan to "draw more American students toward math and sciences."

is not forthcoming from American

Mr. Woodruff of the University of Washington says: "International students are brought here because they want to come, and they are outstanding students and contribute enormously.

At the University of Washington, foreign students make up about 5 per cent of the undergraduate student body and 15 per cent of the graduate student body. "These students generally raise our standards because they are such outstanding students," he adds.

nies or students. But Mr. Chamot

treated like employee positions

tempts should be made to fill the

slots with Americans," Mr. Cha-

College officials view the in-

creased attention on their for-

eign ties with trepidation. They ad-

amantly oppose Representative

Henry's bill or any legislation that

would place limits on whom they

can admit as students or the com-

panies with which they can work.

the Council of Graduate Schools,

says: "These restrictions would be

the antithesis of the idea of an in-

ternational scientific community.

It's meaningless to draw bound-

Mr. LaPidus and others say that

your scientific goal."

Jules B. LaPidus, president of

mot says.

Charles M. Vest, president of the Massachusetts Institute of Technology, says the only major change that is likely to come of all and not student positions, and at- the government reports and proposals on universities and their foreign ties is more paperwork.

But he says that the proposalseven if never enacted—damage the

"it's meaningless to

draw boundaries, and if you do, all you

do la compromise vour ability to achieve

your scientific goal."

compromise your ability to achieve from the real problems: lack of interest in science by American youth and limited interest in longcolleges need to remind lawmakers term research by some American companies. Says Mr. Vest: "There is a broad, growing isolationism in eign companies to learn from those involves placing the blame for the country's problems "outward rather than inward."

He adds that the economic problems of the United States will not be solved by isolationism, but by a cd States," says William F. Rush willingness "to educate and develop enthusiasm in our young people to the director of the White House for education and for working in demanding areas."

### **Examining Communication**

College officials say they will try to fight what they see as isolationism by pointing out the problems with various proposals. But they also say the recent developments have prompted them to reconsider how universities present themselves to the public, and what ideas college officials need to better communicate to lawmakers and average citizens.

Mr. Vest says the criticism of universities' foreign ties stems in part from a false sense that universities have a primary mission of helping individual companies do partners to re-examine their roles well. "I think many people, both within and without academe, have duct and revelations about embar tended to focus too much on the rassing expenses direct, utilitarian value of university and some of the the ties and their short-term economic tion's other leading research in impact when university research is versities have partly billed to the primarily of long-term benefit to government as the overhead costs the nation," he says.

Mr. LaPidus of the Council of A seemingly insatiable Graduate Schools says universities mand for more research money must make the case that discover- college campuses. ies do not just benefit the nation where they were made. "Some- ing overhead rates—a rise print had a state of the sta body develops a new theory on a ly driven by universities' efforts to the mixed representation of the mixed repres chemical reaction and that helps renovate and expand deteriorate chemists all over the world," he research facilities. says. "Universities need to show, The government's own the in as many ways as they can, that fiscal constraints. research benefits everybody."

U.S. Considers <sub>ԷՊՍ</sub> of policy experts that generto kderal support for academic Lence has led to more acudemic sentists and more research progoals than the government is il's-or willing-to support. Continued From Page A27

where's the new formula?"

Some members of Congress

however, criticize universities for

treating federal research supports

an entitlement. Institutions fail to

acknowledge, critics charge, that

universities would have to conduc

research as part of their mission to

provide quality science education

regardless of how much federal

The Traditional Partnership

At issue in the current debat

many experts say, are fundamental

questions about the traditional of

government and universities.

search partnership between the

One of the critical question,

to which the federal governments

responsible for the overall health of

the academic research system.

Mr. Smith suggests that, to pro-

tect the long-term health of there

ment and universities may need to

sacrifice some current spending or

research projects and devote the

money instead to renovating

Government and university of

cials alike express caution about

tinkering with a relationship w

which they attribute the nation

pre-eminence in basic science mi

search facilities.

graduate education.

money they received.

The federal guidelines for overkad reimbursement have long taled that they are designed to rake sure the government "bears ns fair share of total costs."

### Jvo Essential Questions

But despite the guidelines' maze of prescriptions and prohibitions ly tharging costs to the governmil, the system does not address 140 seemingly essential points. First, what are the total costs of grarch, at either an institutional or a national level? And second, how much would the government's fair share of that total be?

The first question has not been abwered because universities are meeted to pay part of the costs of totach projects, but they are not required to report the total support Brookings Institution, is the extent they provide. Without that inforbottom of the costs universities are now bearing, and what share the government is now paying.

"We don't even know what the ament share is now, fair share or search enterprise, both the government, points out Dennis F. Doupurly, senior vice-president for administration at the University of Southern California.

Greg J. Baroni, a partner in UMG Peat Marwick, suggests that begovernment in recent years has www.away from a policy of reimbursing universities based on their attal costs and reverted back to "the arbitrary and unilateral" up-

"The maintenance of a strong university research system, which is now second to none, is obvious in the national interest of the Univ. special assistant for health affair Office of Science and Technology Policy. Mr. Raub is executive see retary of the OMB committee.

As the partnership evolved after World War II. universities it ceived generous public support for academic science and relative tonomy in spending the mosey. Mr. Smith says.

Adds Mr. Chubin: "The partnership was based on a fa smaller, more concentrated, mon homogenous research community than what we know. It was just a different era." The contract, k says, "is being renegotiated right

A convergence of several d turbing trends has pressed both

■ Reports of scientific miscon of research.

■ Agencies' concerns about n



David J. Lyons, vice-president for business and finance at Rockefeller U.: "The question is, where do we stop-where's the new formula?"

proach of decades ago. In 1947, direct costs of particular research overhead rates were limited to 8 per cent, points out Mr. Baroni, for overhead. The limit was graduwho is in charge of providing serv- ally raised to 20 per cent, and then ices related to grants management

to many rescurch universities.

projects, it would receive 8 cents dropped altogether in the 1960's. Since then, leading private re-That rate meant that for every search universities have had rates dollar a university received for the as high as 70 or 80 per cent.

been imposed again for some research programs and for certain expenses, and there is interest in Congress and the Administration in additional limits. Mr. Baroni also sees another his-

torical shift in the government's re-

lationship with universities now being completed. In the early years after World War II, the Defense Department was the primary sponsor of university research. Early on, the Pentagon embraced a mission of building up top universities to insure the quality of military re-

### Stretching Federal Dollars

The Department of Health and Human Services has long since overtaken DOD as the biggest supporter of academic research. And ния, Mr. Baroni adds, has a reputation as a much tougher negotiator than the Pentagon, more interested in stretching federal research dollars than in worrying about the health of institutions.

Interest in Congress and the Adninistration in the HHS approach is growing. But many campuses are skeptical. Scientists and administrators want the government to provide incentives to universities. to cut their actual costs, not just to shift costs to institutions.

The rise in university overhead rates, Mr. Baroni adds, is largely due to the costs related to the renovation of academic research facilities. But the actual proportion of federal research money being spent on overhead has risen little in recent years.

In fact, based on his own firm's experience in helping negotiate Now, some absolute limits have overhead rates for universities. other non-profit organizations, and businesses, Mr. Baroni says that universities' rates tend to be significantly lower than the rates for the other two. "This is the least expensive research available."

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### WASHINGTON ALMANAC

### IN FEDERAL ABENCIES

ment has issued final rules for a grant pro gram to finance partnerships between in stitutions of higher education or local ed-ucational agencies and private businesses. The partnerships are intended to support America 2000. President Rush's education-reform program (Fed cral Register, April 23, Pages 14,960-4). Patenta. The National Science Foundation has issued final rules to bring its currer natent regulations into compliance with un amended, government-wide statute. The rules simplify the patent procedure for inventions developed under NSI-Brants. The NSF has requested comments.

Education reform. The Education Departs

Voterans' education. The Veterans Affairs voterans' education. The Veterans Affairs
Department has issued final rules that
nermit veterans to receive benefits to pay
for flight-training courses. The rules also
amend the work-study allowance and
change the method for determining the
end of eligibility for education benefits
(Federal Register, April 24, Pages 15022-

which will be considered for future revisions (Federal Register, April 28, Pages

Votorans' aducation. The Veterans Affairs Department has proposed rules that would change the starting dates for edu-cation benefits, reduce the number of cirumstances in which students are charged for course changes, and decrease delays in granting departmental approval to new courses. Comments must be re-ceived by May 26 (Federal Register, April 24, Pages 15047-8).

### NEW BILLS IN CONGRESS

Copies of bills may be obtained from Representatives (Washington 20515) or Senators (Washington 20510).

### HOUSE OF REPRESENTATIVES

Student loans. HR 4748 would, in part, establish a program to provide anyone up to the use of 50 with as much as \$31,000 in loans to finance higher education, and would authorize a federal study on the impact of (vition increases. By Representative Boxer (D-Cal.).

faxes. HR 4790 would clarify the exemptax for income gained from the sale of the

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use of the name or logo of a university to sponsors of cultural and community events. By Representatives McDermott (D-Wash.) and Unsoeld (D-Wash.).

Technology policy. HR 4746 would re-name the Defense Advanced Research Projects Agency as the National Advanced Research Projects Agency and set as its mis sion the integration of commercial are defense-related research into a national AuCoin (D-Ore.) and McCurdy (D-

would provide financial assistance to vercrans who have served at least 180 days of active duty and are being discharged because of force reductions and who wish to become certified as elementary- or secondary-school teachers. By Representative Doman (R-Cal.) and 12 others.

Vocational aducation. HR 4976 would es-tablish a federal youth-apprenticeship program for students who do not attend four-year colleges and would set up a matching-grant program to encourage states to assist in the effort. By Repre-sentatives Gunderson (R-Wis.) and

Business education. 5 2489 would estab-lish three National Quality Commitment Awards to be given annually to colleges and universities. One would be awarded for teaching the "total quality manage-ment" approach to business and engi-neering students; one would be awarded for using the approach in managing the university; and one would be awarded for using the approach in designing relation-ships with businesses. By Senator Dome-

Medical schools. s 2620 would amend the Disadvantaged Minority Health Improvement Act of 1990 by making schools of osteopathic medicine eligible to participale in the Centers of Excellence pro gram. By Senator Kennedy (D-Mass.).

Research cooperation, s 2566 would en-courage the Department of Energy's laboratories to establish partnerships with universities and industry to develop critilohnston (D-La.) and seven others.

community colleges in retraining the

national workforce will be examined,

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Space appropriations, s 2558 would authorize a 4.5-per-cent increase in the

William Harris, science and technology as sistant to National Science Foundation

Leonard L. Haynes, III, former Assistant Secretary of Education for postsecond-ary education, has been appointed by United States Information Agency Director Henry B. Catto to be director of the USIA Office of Academic Programs.

ence Board.

Bruno V. Manno, Acting Assistant Secre-tary of Education for policy and planning, has been nominated by President Bush to be Assistant Secretary of Education for

policy and planning.

Helen Hague Olliaon, a student at the Graduate School of Business Administration at the University of Michigan has been appointed by Secretary Alexander to the Advisory Committee on Student Financial Assistance

ames L. Powell, professor of agriculture and environmental sciences at the University of California at Davis, has been renominated by President Bush to the National Science Board.

Frank H. T. Rhodes, president of Cornell University, has been renominated by

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Space Administration for fiscal 1993, By Senator Gote (D-Tenn.). Technology policy. S 2517 is the Senute version of HR 4746. By Senutor Bingaman

### CONGRESSIONAL HEARING

Since changes frequently occur with little advance notice, it is advisable to check with committees on or near the

Education budget. May 20. Hearing on the proposed budget for the Education Department. Contact: Senate Appropriations Subcommittee on Labor. Health and Human Services, and Education: (202) 224-7288. Revironmental science. May 6. Hearing on the science of global climute change. Contact: Senate Committee on Energy and Natural Resources; (202) 224-4971.

### WASHINGTON PEOPLE

Duene Acker, administrator of the Foreign Agricultural Service and former presi-dent of Kunsas State University, has been nominated by President Bush to be science and education.

lobert E. Alexander, chancellor of the University of South Carolina at Aiken, has been appointed by Education Secretary Lamar Alexander to the Advisory Com-F. Albert Cotton, professor of chemistry at Texas A&M University, has been renom-inated by President Bush to the National Science Board.

Education Statistics, has been nominated by President Bush to be Commissioner of Education Statistics.

iarl A. Erb, deputy director of the Physics Division of the National Science Founda-tion, has been nominated by President Bush to be associate director of the White

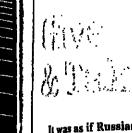
William Dean Hansen, Acting Assistant Secretary of Education for management and budget, has been nominated by Presi-dent Bush to be chief financial officer of the Education Department.

sistant to National Science Foundation
Director Walter Massey, has been appointed by Mr. Massey to be assistant director of the NSF for mathematical and
physical sciences.

Charles E. Hess, director of international agricultural programs at the University of California at Davis, has been nominated by President Bush to the National Sciohn Hopecraft, professor of computer sci-

ence at Cornell University, has been nominated by President Bush to the Na-tional Science Board.





It was as if Russian scientists had fust discovered American

First came a letter from St. Petersburg, written in English, explaining a research project in hydrodynamics and asking for a grant from the W. M. Keck Foundation. Then another and mother, until a total of 29 letters from Russian scientists had been received by the foundation in the rest two months.

"When they began to mount up. we tried to figure out why we were getting them, and what the mystery was," said Sandra A. Glass, a program officer at Keck. The letterwriters were on the right track—the foundation does concentrate its grant making in science, medicine. and engineering—but they were definitely using the wrong approach. A flood of similar letters doesn't go over well, Ms. Glass said, and the foundation does not award grants outside the United States.

The letters came from faculty members and others conducting rewarch in physics, biomedicine oceanography, geology, and civil engineering. But the projects also included a school for hearingimpaired children and a printing house for academic journals. "It looked as if someone had laken a foundation directory to Russia and said, 'Here, go write ellers, " Ms. Glass said. The Pew Charitable Trusts has also received four letters from individuals associated with the

Anthropology professors at the University of California a Berkeley have signed a elition protesting the name thinge of the Lowie Museum of Anthropology to honor Phoebe Apperson Hearst, a major

Russian Academy of Sciences. Pew

does not award grants abroad

Several faculty members and tudents accused the museum of hanging the name to obtain onations from the Hearst Poundation. Ms. Hearst was the softer of William Randolph Hearst, the publishing magnate. Gerald D. Berreman, the olessor who organized the illion, called the name change an insult to Professor Lowie and an isuli to scholars," Mr. Lowie was

Berkeley faculty member from 1917 on Benedict, a professor of inthropology and the museum's director, defended the action, hying, "Phoebe Apperson Hearst handed the museum and she apported it and the department of Multipology for seven years.

The Hearst Poundation has given 106,000 to the museum to survey the The lot restoring its collections, Mr.

Consider the lot restoring its collections, Mr.

We hope to get quite a lot more

Money from them to do the ervation," he said. "We Might it (the name change) would l's a combination of history

# **Business & Philanthropy**



A plan to curb Columbia's policy of need-blind admissions prompted a major protest in February, Students blindfolded the statue "Alma Mater" in front of the Low Memorial Library,

# Tensions Appear to Ease in Confrontation Over Financial Management at Columbia U.

Faculty members and administrators endorse cooperation in tackling university's budget problems

### By ROBERT L. JACOBSON

When some 160 members of Columbia University's faculty of arts and sciences came together two weeks ago for a special closed-door meeting, the stage appeared to he set for a major clash with the central administration-possibly including a vote of "no confidence" in President Michael I.

Sovern and Provost Jonathan R. Cole. Tensions were high, criticisms and recriminations crackled across the campus, and even the board of trustees became involved as dozens of faculty activists focused anew on persistent questions about Columbia's financial health and manage-

"There are a lot of people who are very concerned about the leadership" of the university, said Donald C. Hood, chairman of the faculty's executive committee, not long before the closed-door meeting

### Role of Shared Governance

By last week, however, most of the key people involved agreed that things had calmed down. The fact that the crisis had eased just when it seemed ready to explode may point to a new appreciation of the role of shared governance in higher education's efforts to handle the financial pressures of the 1990's.

Columbia's faculty committee had called for the closed meeting in a report that questioned the administration's competence and raised "serious concerns" about the university's fiscal direction.

In fact, the arts-and-sciences faculty had



SCOTT HUM Donald C. Hood, chairman of the faculty's executive committee: "There are a lot of people who are very concerned about the leadership" of the university.

expressed doubts for months about the size of projected deficits, the administration's candor and skill in dealing with them, and the faculty's own ability to influence the course of events. The doubts included a judgment, challenged by the administration, that the university was not adequately evaluating or planning for projected budgetary "shortfalls."

"We are confused over who is responsible for critical management and policy decisions." the executive committee said. and it assailed preliminary plans to cut faculty positions and modify Columbia's traditional policy of admitting all students without regard to financial need.

The prospect of curbing need-blind admissions prompted a major campus protest by Columbia students in February, and the traditional policy was preserved for at least one more year-in part by an agreement to trim faculty raises while increasing undergraduate enrollments and alumni fundraising goals.

### 'Some Very Positive Signs'

Faculty members also agreed to expand their role in freshman advising to reduce the need for administrative involvement.

While much of the past year has been marked by acrimony over the arts-and-sciences budget, by the time the faculty gathered for another meeting last week-its last of the academic year-most participants appeared to have stepped back from a confrontational approach. The idea was taking hold that whatever financial problems the university might face, they were likely to be exacerbated if elements of the faculty and administration were perceived to be at loggerheads.

Mr. Hood, a former vice-president for arts and sciences at Columbia, said that despite continuing reservations, he was beginning to pick up "some very positive signs" that university officials were interested in improving faculty involvement in planning and budgeting. Added Katherine D. Newman, associate

Continued on Following Page



### Tensions Appear to Ease in Confrontation at Columbia U.

Continued From Preceding Page professor of anthropology and vice-chairman of the faculty's executive committee: "We believe there are avenues open."

Some of the more outspoken faculty critics of the administration, while keeping their options open, were clearly seeking to adjust to a spirit of accommodation.

"I'm trying to keep the tone down," said Don J. Melnick, chairman of the anthropology department, after the faculty's special meeting two weeks ago. "I don't want to fan any flames.'

Mr. Melnick was one of 25 arts-and-sciences chairmen who signed a statement last fall that many observers interpreted as a threat to resign en masse if the university attempted to impose new budget cuts on their departments. No resignations occurred, and in recent weeks there have been conflicting accounts of whether any chairmen were still thinking of resigning or, in fact, whether any had meant to threaten such actions last fall.

In any case, reflecting on the recent caucus. Mr. Melnick observed that the artsand-sciences faculty had "made some progress in opening channels of communication" with the administration.

"We're trying to deal with this in a rational, responsible way," he said.

### 'Common Base of Understanding'

Another sign of changing attitudes was a decision by the university's governing board to create a special trustee committee to consult with faculty representatives on financial issues. The committee will "try The to get a common base of understanding [and] to listen," said G. G. Michelson, chairman of the board. "Our object is to go forward and have a healing process."

Mrs. Michelson, who has been senior vice-president for external affairs at R. H. Macy & Company, spoke several days after the trustees had taken the unusual step of distributing a document that severely criticized the faculty committee's report. In a stinging rebuke, the board released

U. of Delaware and 2 Faculty Members Settle

an analysis that described the faculty report as full of inaccuracies. The analysis implied that faculty leaders were threatening the very "atmosphere of trust" that they had said was essential to protecting

On the other hand, the vice-president for arts and sciences, Martin Meisel, followed the trustees' assessment with a letter to trustees and faculty colleagues in which he praised faculty leaders for helping the university avoid a hiring freeze and other po-

As the dust began to settle last week. faculty and administrative leaders seemed to have emerged from months of budgetary uncertainty with a two-fold understanding: That the uncertainty would continue, and that they would have to work more closely and more constructively with one another to deal with it.

"These problems can be solved without politicizing the discourse," Mr. Cole, the provost, said after the faculty's closed meeting failed to produce a public attack or

Mr. Cole acknowledged the need for a continuing budgetary "dialogue" between the central administration and the artsand-sciences faculty, which was created last year out of five academic divisions of the university-Columbia College, the Graduate School of Arts and Sciences, and the Schools of the Arts, General Studies. and International and Public Affairs.

"I'm interested in working for the welfare of the university," said Mr. Cole. "We have a tremendous amount of work to do to take a great university and make it

The provost's conciliatory language contrasted with a widely held faculty perception that he had been reluctant to share decision-making authority over the budget. Indeed, even as he projected a desire to improve cooperation with the faculty, Mr. Cole endorsed the trustee subcommittee's critique of the faculty report as "an accu-

### Dispute Over Grants From Pioneer Fund paid leave of absence. The settlement also stipulates that a "neutral observer" will oversee Mr. Blits's bid for promotion to

Other terms were not disclosed.

JOSEPH DROWN FOUNDATION

Student ald. For student-aid program

in the law school: \$100,000 to U. of Southern California.

Education. For the Center for the Study

of Parent Involvement: \$200,000 to John F. Kennedy U.

1999 Avenue of the Stars

JAMES IRVINE FOUNDATION

LILLY ENDOWMENT 2801 North Meridian Street

Minorities. Por programs to enco

minority-group students to enter teaching careers: over \$2,3-million to

P.O. Box 88068 Indianapolis 46208

San Francisco 94105

One Market Plaza Spear Street Tower, Suite 1718

Los Angeles 90067

full professor next year, Mr. Blits said.

In a statement, Ms. Gottfredson and Mr.

Blits said they were "very pleased" by the

settlement. Maxine Colm, the university's

vice-president for employee relations, said

the university considered the settlement

"an amicable accord on all outstanding is-

Two faculty members who had charged -4 the University of Delaware with violating their academic freedom for barring them from seeking grants from the Pioneer Fund have reached a settlement with the univer-

The university last year banned Linda S. Gottfredson and Jan H. Blits from receiving grants from the Pioneer Fund after a faculty committee said the fund had supported research projects that were in direct conflict with the university's goal of promoting racial and cultural diversity. An arbitrator later ruled that the university must allow the two to apply for grants from the fund (The Chronicle, September 4, 1991).

### Projects on Intelligence

The foundation has awarded several grants to Ms. Gottfredson and Mr. Blits. both faculty members in the educationalstudies department, for research projects that focused on differences in intelligence

In an interview last week, Mr. Blits said the two had been subjected to a "very broad, pervasive pattern of harassment, even after the arbitration."

Under terms of the settlement Mr. Blits and Ms. Gottfredson will receive a year's the university at a time of financial stress.

tentially damaging actions.

call for action against the administration.

rate portrayal of what's been going on."

### Mistrust for a Moving Target

\$1.5-billion.

tutions, she said.

Committee on Institutional Coopera-

tion, Religion. For research and collection /

the sermons and unpublished writings of Howard Thurman: \$207,647 over two years to Colgate Rochester-Bexicy Hall-Crozer Divinity School Sem-

Inary,

—For publication of the second edition of Directory of African American Reli-

glous Bodies: \$203,864 over two
years to Howard U.

For an annual symposium and publications of the institute for Philosophy
and Religion: \$359,874 over three
years to Bosinon U.

Secondary education. For a study of alternatives to tracking in second-ery schools: \$594,713 over three years to U. of California at Los Ange-les.

gical education. For research

In the view of many arts-and-sciences faculty members, Columbia's budget estimates have been a moving target. Several faculty leaders said they did not fully understand or trust the administration's figures. But Mr. Cole suggested in an interview that the responsibility for any misunderstanding rested more with faculty members than with the administration.

"It's interesting," he said. "You can send out signals [about budget problems] for a long time, and they're not always received.

"It's not just a matter of people not paying attention," Mr. Cole added. "Faculty

PRIVATE SUPPORT FOR HIGHER EDUCATION

cation: \$132,020 to Association of Theological Schools. HENRY LUCE FOUNDATION

111 West 80th Street international studies. For research o constitutionalism and human rights in China: \$225,000 to Columbia U. —For fellowships in Southeast Asian studies: \$250,000 to Social Science

Research Council. anguages. For the graduate-degree program in Chinese and English: \$180,000 to Monterey Institute of In-ternational Studies.

WEINGART FOUNDATION P.O. Box 17982 Los Angeles 90017-0982 Student ald. For a student-loan pro-gram for undergraduates: \$424,695 to Pepperdine U.

GIFTS & BEQUESTS Bridgewater College. For support of programs: \$10.5-million from the evidence of Robert M. McKingey. Columbia University. For professorships in international affairs: \$2,70-ships in office of the college of Hartord. For sew powers of the humanities: \$075,000 grams in the humanities: \$075,000 from Harry J. Gray. University of Neveda at Las Vegas, For the college of health sciences: \$1.5-million from Robert and Diane Bist-nicky.

iow.

University of North Darollas at Caspel
Hill. For chemistry scholarships and
Hill. For chemistry scholarships and
Hill. For chemistry scholarships and
awards: \$1.3-million from the casts
of Frances Vehable Clardines.

Or Frances Vehable Clardines. For the
University of South Carollas. For the
Center for Family in Society, \$1.2million from Clady and Evan Nort.

Business & Philanthiopy

A Campus Judicial Board at Olivet College has suspended two

students and placed a third on

a a racial brawl.

probation for their involvement

The board has been conducting

hearings in the wake of a brawl that

udents in April. Since that incident.

a majority of the college's 57 black

The judicial hearings were closed

remitted to bring a counsel to advise

domitory resident adviser, served as

students at the hearing and reported

He said one black student and

bars him from participating in

me white student were suspended

for one year. Another white student was put on social probation, which

"I think they're trying to make it

look fair by kicking out one white and

one black student," Mr. Pierce

Three law students at the

University of San Francisco have

beaissued a written warning

The students said their actions

campaign. But a statement issued

Jesuit-operated institution "violates

A disciplinary-hearing committee

interrez-guilty of refusing to obey

the order of a campus police officer

The committee chairwoman also

to stop handing out the condoms.

warned them that "more severe

they distributed condoms again.

disciplinary action" could result if

found the students—Lisa Hillegas.

Margaret Roth, and Margarita

the moral tenets and teachings of

here part of an AIDS-awareness

y university officials said that

distribution of condonis at the

the Catholic Church."

for handing out condoms on the

involved 70 black and white

students have left the campus.

administrators would not discuss

the rulings. But students brought

to the public, and college

before the panel have been

bem. DaVonne M. Pierce, a

counsel to some of the black

the board's actions.

campus organizations

said. "But it's not."

principally are concerned about teaching and research. They're not budget et.

All the same, in an effort to broaden in derstanding and support of the university's long-term financial needs, the administration recently appointed a 45-member strategic-planning commission of facult, members, administrators, students, and alumni. Mr. Cole is the chairman.

For his part, Mr. Sovern said that while the administration had tried repeatedly to clarify budgetary projections for professors, he assumed it had to "bear some responsibility" for apparent miscommunica tions about the size of projected deficits.

Part of the tensions at Columbia ha been a concern that internal controversion were being inappropriately aired in public The New York Times had published an account last month of the faculty executive committee's report before some arts-and sciences faculty members had had an opportunity to see the document itself.

Said Mr. Cole: "There has been a concerted effort on the part of the president

### "I'm interested in working for the welfare of the

"This is a time of great stress for Ameri-

ca's research universities." the trustee

document said, "and the 'shoot the mes-

senger' phenomenon is well known to all of

Columbia officials have described its

budget problems as similar to those afflict-

ing most major research universities. The

main components, Mr. Sovern and Mr.

Cole reported in December, include unex-

pectedly high fringe-benefit costs, particu-

larly for health care; a new ceiling on feder-

al "indirect-cost recoveries"; and new

Over all, the two administrators said Co-

lumbia was looking at potential shortages

of \$50-million out of an estimated budget of

\$980-million next year, and \$87-million out

of an estimated budget of \$1.02-billion in

cuts and revenue adjustments, including

reductions and other changes worth \$5.1-

million in the arts and sciences, total short-

ages are now projected to hit \$15-million in

each of the next two years. Most of the

remaining deficits are to be covered by in-

creases in the 5.5-per-cent slice of recent

endowment carnings that the university

would typically use for operating ex-

Columbia's endowment has grown from

about \$525-million in 1980 to more than

Mrs. Michelson, the board chairman,

said last week that she considered the uni-

versity's fiscal problems to be "manage-

able." Columbia is on "much sounder

footing" than many other academic insti-

However, through selective spending

cuts in state aid.

Costs of Benefits, Cuts in State Aid

university. We have a tremendous amount of work to do to take a great university and make it stronger."

> myself, and others to keep the discourse within the family, within the community.

Many faculty members seemed to shart that goal. As their meeting was about to begin two weeks ago, university employees were stationed outside the media room to check faculty credentials. This turned away several reporters, as well's some faculty members from other university divisions. Inside the room someone had scrawled across the blackboard: "Arts and Sciences Faculty Only. No Press."

Some observers attributed the uproar over Columbia's budget to the fact that growing deficit projections had coincided with the long-delayed creation of a single arts-and-sciences faculty.

"If we had managed to create it fin years ago." said Mr. Sovern. "wt wouldn't have had nearly the same kind of concern because we would have worked out the mechanisms" for communicating on the budget.

A professor who had pushed for the single faculty, David J. Helfand, chairman of the astronomy department, said Columbia previously had been "one of the few universities that has not had very much of direct faculty role in governance."

Georgetown University has revoked its decision to recognize Now that a structure exists for faculty pro-choice student group because university officials said "engagement," he said, the faculty wasts a bigger role in the budget-making process. that trying to strike a balance between freedom of speech and But he said it was not yet clear whether professors were "willing to commit the suidelines that prohibit time, energy, and resources" needed to lvocacy of abortion proved to be influence the process over the long term. I

John J. DeGloia, dean of student बीहांत्र, said the university agreed to port ou Choice in 1991 "to provide a setting for the free tachange of ideas." However, the cab could not advocate abortion. Mr. DeGiola said he met with dub leaders 23 times during the past year to insure that they adhered to the guidelines. But he said: "Despite the extraordinarily conscientious florts of the group's leadership and oversive supervision, separating speech from advocacy royed unmanageable." Students said that they would manother informal organization a the university.

### **Students**

### Angry Protests Over Diversity and Free Speech Mark Contentious Spring Semester at Harvard

Tensions boil over after incidents that many say reflect a hostile atmosphere on the campus



Andrea Brenneke, a third-year law student at Harvard: "This is a bistant example of what happens when you don't have classes that focus on gender or race."

By MICHELE N-K COLLISON

Tensions that have simmered all year at Harvard University have boiled over this spring with the appearance of an inflammatory flier and a parody of an article by a feminist legal scholar.

Black, female, and homosexual students have held raffies condemning incidents that the students say have created a hostile atmosphere on the campus.

"Everything just hit the fan this spring." said Ronald S. Sullivan, president of the Harvard Black Law Student Association. "There are rallies and demonstrations almost every day. It's an extremely volatile atmosphere."

### 'Very Difficult Moments'

The fallout has prompted Harvard administrators to hold broad discussions on the law school's efforts to hire minority and female professors and to meet with black students to address their concerns. The controversies over the flier and the parody have also renewed age-old debates about what constitutes protected speech.

"Some students have had very difficult and tense moments this spring, but we are working round the clock to make progress on this campus," said Neil Rudenstine, president of Harvard. He added that "these problems won't be solved tomor-

Mr. Rudenstine said that "nothing is higher on my priority list" than diversifying the faculty in the College of Arts and Sciences and the law school and that he has held several discussions with faculty members to achieve his goal.

Those efforts have not satisfied many Continued on Following Page

# Fewer Programs Found to Teach Future Doctors How to Perform Abortions

By DEBRA E. BLUM

The number of hospital-training programs that routinely teach future obstetricians and gynecologists how to perform abortions is dwindling, according to a nationwide survey.

Some observers say the trend means that fewer physicians will be properly prepared to perform what is the most common outpatient surgical procedure that women undergo. Others, however, say that giving all residents in obstetrics and gynecology training in performing abortions is unnecessary because most abortions are performed by services or clinics that specialize in the procedure, not by physicians in more general practice.

### Comparisons With 1985

The results of the survey of the country's approximately 270 residency-training programs in obstetrics-gynecology were released last month at the annual meeting of the National Abortion Federation, an association of physicians' offices, clinics, and other medical services that provide abortions. The survey, to which 225 institutions responded, was conducted by H. Trent MacKay, an assistant professor of clinical obstetrics and gynecology at the University of California at Davis medical

The survey covered only residency programs, which are four-year postgraduate programs offered by hospitals to train medical-school graduates in a specific area of medicine and give them hands-on experience with patients.

Dr. MacKay replicated a 1985 poll that had found that 22.6 per cent of programs in tion training as a routine part of residency, and that 27.8 per cent offered no such training. In the remainder, training in performing abortions was at the option of the

The new survey found that the proportion of institutions offering abortion training as a routine part of residency had dropped to 12.4 per cent. A little over 56 per cent were found to offer optional training. Approximately 31 per cent of the institutions, including 29 hospitals affiliated with the Roman Catholic Church and 11 affiliated with the U.S. military that responded to the survey, do not offer any

abortion training to their residents. The survey also found that since 1985, at least nine institutions that previously offered training had stopped teaching residents how to perform abortions.

According to Dr. MacKay, six of those institutions said they had dropped their program because of pressure from their local communities; one because of lack of interest from residents; and two because of legal developments, such as the Supreme Court's decision three years ago in Webster v. Reproductive Health Services that gave states more latitude in restricting access to abortions.

Institutions responded to the survey anonymously.

### 'Low-Status, Low-Interest Procedure'

"The reality is that abortion in the medical community is a low-status, low-interest procedure that often comes with controversy or community pressure," Dr. Mac-Kay said in an interview. "More and more it seems to be disappearing from the training agenda."

The Accreditation Council for Graduate Continued on Following Page

# Fewer Programs Found to Teach Future Doctors How to Perform Abortions

Medical Education, which accredits residency programs, does not specifically require that programs in obstetrics and gynecology provide abortion training. It does say in its regulations, however, that programs must teach "clinical akills in family planning." Abortion, said Paul O'Connor, executive secretary of the council's Residency Review Committee, is an implied part of family planning.

Institutions that do not perform elective abortions, Mr. O'Connor said, may still be able to provide residents with proper training by teaching them how to evacuate a woman's uterus for other reasons-if a fetus has died, for instance. He also said that residents might do their rotations where elective abortions are performed.

### No Guidelines on Procedures

Accreditation guidelines for medical schools include no mention of family planning, abortion, or any specific surgical procedures. Institutions are required, however, to teach clinical obstetrics and gynecology. Third- or fourth-year students typically complete a six- to eight-weck hospital rotation in the area, which may include being on hand when an abortion is performed. Institutions also are required to teach medical ethics, which may include the issue of



Thomas A. Johnson: "We should be concerned that nationts have their needs addressed with no barriers."



to do something that is morally wrong."

from routine abortion training in abortion say the trend is a natural dure," said David V. Foley, presiresidency programs may affect the part of what they see as the dent of the American Association medical profession or the future growing anti-abortion movement of Pro-Life Obstetricians and Gyavailability of safe abortions vary around the country and a growing necologists. "Fewer programs are according to political, moral, and sentiment in the medical profes-

sion to shun the practice.

teaching how to perform therapeutic abortions because people don't Physicians who say they object "It's a terribly destructive and like to do the operation and don't Opinions on how the trend away to a woman's right to choose an emotionally degrading proce- have to. Nobody should have to be

trained to do something that is may

Physicians who say they support abortion rights worry that few doctors will be willing and aby to perform safe abortions. The say gynecologists and obstetner cannot offer their patients f health-care services unless the are well versed and skilled in such standard procedures as abortion

### **Health Care Comes First**

"You can't weigh the political significance of the pro-life, pp choice debate when you're talking about learning how to provide health-care treatment to women, said Thomas A. Johnson, an asseciate professor of obstetrics and gynecology at the University of Massachusetts Medical Centeral Worcester. "We should be primaily concerned that patients have their needs addressed with no barriers."

Since Worcester does not have an abortion service, Dr. Johnson said, as many as 20 per cent of its residents each year may not be to posed to the procedure at all.

Physicians who don't believe: abortion training should be a 🕻 quired of residents say the procedure—at least for first-trimester terminations—is fairly simple and would be easy to learn when ref dents are practicing physician now are performed at free-standing clinics, so it is less likely that phy sicians at hospitals or in private practice will need to perform be

dents Association. The association recently

duced a two-page flier entitled "On the Harvard Plantation." The fire Crimson, and the law school.

The flier repeatedly used the words "spade" and "Negro"! of the promiscuity of black men.

derstood. "We made no attempt by offend anyone," said Rogg!"
Landry, a founder of Penlusuk. Mr. Landry said he was trying to

uality, and abortion. Women, m

solve these issues."

The National Collegiate Athletic Association last week announced a major overhaul of its national administration. NCAA officials said that the restructuring had been in the works for several months and that the changes were totally unrelated to the recent troubles of Richard D. Schultz, the executive director. Mr. Schultz, who has had to defend himself against charges that he knew about improper loans to abletes when he was athletics director at the University of Virginia, said the restructuring was designed to insure that the association functions well "in spite of my heavy travel schedule." Mr.

Mr. Schultz named Thomas W. Jenstedt, who administers the жы s Division I men's basketball championship, to the new job of deputy executive director, the association's No. 2 post.

Schultz has maintained a hectic pace

since taking over the NCAA's top job

Sports officials said the changes were prompted in part by the NCAA's desire to hold on to Mr. Jernstedt. who had been offered a job with USA Basketball, the national manization that administers amateur basketball.

Under the new structure, four "goup executive directors" will report to Mr. Jernstedt, Frank E. Marshall will oversee administration and finance; Patricia E. Bork, dampiouships and event management; and Stephen R Morgan, membership services. The NCAA will search for someone to oversee its public-affairs operations.

Gov. L. Douglas Wilder of Virginia has called a meeting of the state's public-college residents to discuss control of beir athletics programs, among

The state's Education Secretary. James W. Dyko, Jr., said next week's neeling was prompted in part by the continuing investigation into improper loans made to University of Virginia athletes by the miversity's booster group.

Mr. Dyke said he expected the presidents to provide information about their efforts to implement the Proposals of the Knight Foundation Commission on Intercollegiate Albetics, which last year called for much stricter control over the inancial operations of sports

Mograms and over booster groups. "In light of recent developments e, I felt now was the time to get a report back on their success in stituting the recommendations," Ar. Dyke said.

be direct and personal leadership

chibited by the presidents of

Mr. Dyke said the other subjects on the Governor's agenda for the residents-including commendations regarding sexual assult and alcoholism, and the eciniment of minority and female enrolled in coffege. aculty members—shared an inderlying principle with the addetics issues: "that there has to

Gambling Incidents at 3 Colleges Leave Sports Officials Edgy By DOUGLAS LEDERMAN

Recent revelations about gambling rings involving athletes at colleges in Rhode Island and Maine could portend another big point-shaving scandal, some college sports officials fear.

None of the athletes who are said to have gambled at Bryant College and the University of Maine at Orono have been accused of wagering on their own teams. But a grand jury in Rhode Island is reportedly investigating the possibility that men's basketball players at the University of Rhode Island bet on their own games. Even so, no one suggests that the cases are as serious as some of the gambling scandals that have rocked college sports in the last 40 years.

Some sports officials believe, however, that it is only a matter of time before the issue of point shaving, in which athletes arrange to have their team lose or win by less than the point spread, emerges again. After all, they note, a major scandal has hit in each of the last four decades: at City Continued on Following Page

### Survey Finds Increase in Graduation Rate of Football Players

who enrolled in 1986 at universities in the College Football Association rose sharply from the year before, the association's annual survey found.

Officials of the 64-member CFA said they believed the increase, to 57.1 per cent from 51.1 per cent, proved the efficacy of the National Collegiate Athletic Association's adoption of tougher minimum academic standards for freshman athletes in

"The increase in graduation rates that is being realized today should bring an end to the controversy over minimum standards," said James Wharton, the former chancellor of Louisiana State University who helped to develop the standards, commonly known as Proposition 48.

"Those who believed properly structured minimum standards would result in greater efforts on the part of potential college athletes and on the part of the high schools were right," added Mr. Wharton, who is a professor of chemistry at LSU. college, and that fact is showing up in grad-

"It's just that simple."

### 'A Bit Speculative'

Ursula Walsh, the NCAA's director of research, said it might not be quite that simple. She said that while she hoped Proposition 48 had something to do with the higher rates found by the CPA, it would be "a bit speculative" and "premature" to draw that conclusion.

Ms. Walsh said the NCAA would have its own results about the academic success of Continued on Following Page

### Angry Protests Over Diversity and Free Speech Mark Contentious Spring Semester at Harvard Continued From Preceding Page its administrators to hire more bers said the lack of diversity at the wrote: "There is something very of Harvard-Radeliffe Black

roiled the campus this spring: ■ The Harvard Law Review published a parody of an article by a feminist professor at the New England College of Law on the anniversary of her murder. Many students and faculty members condemned the parody and said the law school had not moved swiftly enough to hire more minority and female faculty members.

■ The editors of the conservative magazine Peninsula put up a flier last month that depicted a black woman doing a striptease before an audience of white men. The caption underneath the flier read.

. spade kicks, what other kicks are there?" The flier advertised a symposium on "Modernity and Negro as a Paradigm of Sexual Liberation." The Harvard-Radcliffe Law who was stabbed to death in race. It says we don't care about Black Student Association subse- April 1991. Quently issued a flier condemning the flier for fostering a climate of

■ The editors of Peninsula also published an issue condemning homosexuality last fall. The Rev. Peter J. Gomes, the popular chaplain of the Memorial Church at Har-Tvard, was outraged and told a group of students who had rallied to condemn the magazine's characterization of homosexuality that he was gay. In response, a group of to of Post-Mortem Legal Femi- of the law school," has an environstudents called Concerned Chrisnism." The parody was signed, ment that is hostile to women. tians for Christ demanded this spring that Mr. Gomes resign.

The focus of much of the controversy has been the law school. For several years, students have urged

ured professors, of whom three are parody would continue.

black men and five are women. Derrick Bell, a black tenured professor of law, took a leave of absence two years ago to protest the law school's failure to hire a black woman professor.

After Mr. Bell went on leave, a group of law-school students sued the school, charging that it had failed to diversify its faculty. A lower court dismissed the suit, saying that the students had no legal standing. An appeal is being reviewed by the Massachusetts Su-

Tensions at the law school were exacerbated by the parody in the Harvard Law Review of an article This is a blatant example of what by Mary Joe Frug, a professor of law at the New England College of classes that focus on gender or

### "This Was an Outrage"

The Review published the article members. Law-school professors

In April, on the anniversary of neth Fenyo, entitled "He-Manifes- them that "the Review, like much they should be punished. Mary Doe, Rigor-Mortis professor

first-year law student and a mem- their thing.' ber of the Women's Law Associa-

women and minority faculty mem- law school insured that sexist inci- wrong at Harvard Law School, but from several incidents that have bers. The law school has 59 tendents like the publication of the it is not sexism or racism. What is wrong at Harvard is that for too "This was an outrage, not a many radical professors and stusophomoric prank by school- dents, freedom of speech for those boys." said Claudia Salomon, a who disagree with them is just not

Added Andrea Brenneke, a ary body to punish the law-review third-year law student: "This is a editors for "maintaining a working

Another professor, David Ken-

nedy, urged the school's disciplin-

"What is wrong at Harvard is that for too many radical

professors and students, freedom of speech for those who disagree with them is just not their thing."

happens when you don't have her or feminist legal scholarship." The parody has provoked un- ple at the law school shared its misogynist attitudes.

precedented debate among faculty by Ms. Frug in March entitled, "A are engaged in a sort of paper war, board must decide whether to bring Postmodern Feminist Legal Mani- with liberals and conservatives is- charges against the authors. The festo," over the objections of some suing daily statements on the law- two editors have apologized, sayschool's hiring procedures. Twenty-one professors signed a it was very wrong to write the par-

marginalization of women's issues. and academic relationship hostile

In a written statement, Mr. Clark said that the parody had "offended all standards of decency" but that it was unfair to say that many peo-

The law school's administrative ing in a statement: "We realize that Ms. Frug's death, the Review publetter saying that the parody is a ody." Mr. Clark said that the men lished a parody of her article by "symptom of the much wider prob- were exercising their right to free two editors, Craig Coben and Ken- lem" and that students had told speech and that he did not believe

While battles have raged at the Other professors argued that stuof Law. The article was said to dents and faculty members should better. "There have been several have been written "from beyond not condemn free speech. In a synthe grave."

the grave." dicated column last month, the law anti-black atmosphere here," said Many students and faculty mem- professor Alan M. Dershowitz Zaheer Ali, a senior and president

listed "ignored injustices," that it said had been committed by lk university police department, Prainsula magazine, the Harrari

Mr. Ali said the Peninsula fix depicting the black woman doings striptease was the last sink "Why should we have to walk around campus and see posten where black women are undressi before white men? It's degrating and humiliating to black women.

made references to the stereoff Staff members of the magazint

said their actions had been misur

heard at Harvard." He added: "A this university, there are correct ways of looking at race, homoses, norities, and homosexuals only want to discuss issues the way the want to discuss them."

L. Fred Jewett, the dean of the college, condemned the filer and he and several other administra met with black students last week.

But students said Harvard must take action. "Meetings woh's solve need to come up with programs to



Ron Polk, Mississippi State University's baseball coach: "We're still trying to fight the unfair cuts from before."

### Coaches Fear Changes in Major-League Draft Will Hurt College Baseball and Its Athletes The changes have angered some base-

By DEBRA E. BLUM

**Athletics** 

College baseball coaches and other campus sports officials are divided about whether changes in Major League Baseball's amateur draft will hurt college baseball and the athletes who play it.

Coaches fear the new rules will encourage athletes to leave college prematurely. But some officials of the National Collegiate Athletic Association say the changes will help their campaign to give all college athletes more flexibility in deciding when to turn professional.

In March, the owners of the professional basebail clubs voted that, starting with this June's draft, a pro team that drafts a highschool senior who decides to go to college will retain the right to sign that player for up to five years. Previously, a baseball team had to forfeit its rights to a player if he

In another change, an athlete would now be allowed to sign with the team that has drafted him during the summer after each academic year. Previously, Major League Baseball permitted its teams to sign a player from a four-year institution only after his third or fourth year in college.

letes will be able to leave during the summer, after the college recruiting season is The coaches also complain that they

ball coaches. The new rules, they say, will

take away an athlete's bargaining power

for higher signing bonuses and salaries; in-

duce more athletes to leave college before

earning their degrees; and make it difficult

for coaches to fill their rosters, since ath-

were not consulted about the changes.

### 'A Done Deal' "We know the college coaches don't run

major-league baseball," said Dick Bergquist, executive director of the American Baseball Coaches Association. "But we thought because our players and coaches nurture the professional game, our opinions would at least be solicited. It is ludicrous to say that these were anything but decisions based on money, instead of what is best for the student-athlete or college baseball."

Mr. Bergquist said the changes were "a done deal" by the time he and others Continued on Following Page

### Baseball Coaches **Decry Changes** in Draft Rules

Continued From Preceding Page learned of them more than a week after they were passed. The owners of baseball's 26 teams voted Cananimously for the changes at their quarterly meeting in March.

William A. Murray, the executive director of operations for Major League Baseball, said the league had previously discussed the matter with representatives of the NCAA and the Major League Players Association, the players' union, but that the league had made its own decision.

Mr. Murray said the changes in the rules were designed to give athletes more incentive to go to college, where, he said, they have the Sportunity to develop their skills and carn a degree.

"Our new rules are intended to say: 'Go to school. After you come out, you'll have a place to sign,' " he said. He noted that another rule change, limiting the number of rounds in the draft to 50 this year and to 40 by 1994, will encourage more athletes who do not get drafted to go to college. Previously, the number of rounds was unlimited.

### Criticism Is Discounted

Mr. Murray discounted criticism that the owners' moves were made purely for financial reasons. He said he expected that professional Subs still would pay top dollar for the best players.

He also said that while profesional baseball had long looked to the colleges as a training ground for some potential players, it had no plans to increase that role by shrinking its own minor-league system. Some sports officials say

### Survey Sees Increase in Graduation Rate of Football Players

Continued From Preceding Page the entering class of 1986 within a month or so.

The football association's annual stirvey provides a glimpse of what college-sports officials call an "adjusted" graduation rate.

To determine that rate, a university accounts for all football players who either entered the institution as freshmen in 1986 or transferred into that class from another college, and subtracts from that number all players who left the in- tract. ಪitution in good academic stand-

those football players got their de- lowable number of coaches, scholgrees by the end of the fall 1991 arships, practices, and games, see semester, or within five and a half

At all CFA institutions, the rate -Por the 1986 class was 57.1 per cent, up six percentage points from 1985's 51.1 per cent, which was the previous high.

The CFA said that using the adjusted rate, two institutions-Boston College and Texas Christian University-had graduated 100 per ent of the football players in their necessarily look good for our 1986 classes.

---DOUGLAS LEDERMAN

ther.".

that by giving teams the right to hold on to players throughout their college careers, the new rules may put more pressure on colleges to assume the role of the minor

### 'Some of Us Get Selfish'

Richard D. Schultz, the NCAA's executive director, said it was too soon to tell what effect the draft changes would have on college baseball. On one hand, he said, the rule changes make the baseball draft similar to that of the National

"It is ludicrous to say that these were anything but

decisions based on

money, instead of what

is best for the athlete or college baseball."

Hockey League. Not many athletes leave college early to play professional hockey, he said. But, he said, it is unclear whether more baseball players will seize

the opportunity to leave school Charles Theokas, athletics director at Temple University and head of the NCAA's professional-sports liaison committee, said the new rules would give athletes greater

professional He said that most athletes probably would opt to stay in college, but that a top player could now sign for a lucrative salary after his freshman or sophomore year, instead of

flexibility in deciding when to turn

"Some of us get selfish sometimes," Mr. Theokas said. "We shouldn't have the right to hold kids back if they want to go pro. We have the responsibility of protecting their opportunities, not of making their decisions."

### An Antitrust Angle

Some observers say the rule that gives professional clubs five years to sign draft picks may lead to legal action because it could be considered a violation of antitrust laws. The Major League Players Association has already filed a grievance about the rule under its collectivebargaining contract.

The union claims that the contract requires the league to negotiate changes in the draft rules with the union. The union also claims that the owners' move was intended to reduce the leverage the athletes have when negotiating a con-

Some college coaches, who say they are still reeling from last the new draft rules as another bur-

"We're still trying to fight the unfair cuts from before," said Ron Polk, Mississippi State University's baseball coach, referring to the limitations on all Division I sports passed by the National Collegiate Athletic Association at its 1991 annual meeting, "And now this draft thing comes along. And it doesn't teams and student-athletes, ei-

### Gambling Incidents Involving Athletes Make Some Sports Officials Nervous

College of New York in the 1950's, the athletes from a portion of their Seton Hall University in the teams' games and required some of 1960's, Boston College in 1979, and Tulane University in 1985.

The last spate of gambling incidents occurred in 1990, when several colleges, including the Universities of Arkansas, Florida, and Texas at Austin, punished athletes for their roles in gambling rings.

"Every year and a half the gambling problem seems to crop up, and right now we're seeing a rash of incidents," said Richard R. Hilliard, a National Collegiate Athletic Association enforcement director who investigates gambling allegations. "None of them rise to the level of a Boston College, a Tulane, but that's not to say the possibility doesn't exist."

Since early March, athletes at Bryant, Rhode Island, and Maine have been declared ineligible for possibly betting on college games. Five Bryant athletes remain suspended pending the findings of the grand jury and the university's own quiry. Maine has restored the eligibility of 20 athletes after determining that while they had gambled, they had not violated NCAA rules by betting on their own teams or giving information to profes-

Continued From Preceding Page sional gamblers. Maine suspended

them to do community service. Mr. Hilliard and James E. Delany, commissioner of the Big Ten Conference, said it was not surprising that athletes were involved in the kind of socially acceptable gambling that is sanctioned by

"There are tens of

thousands of athletes in college sports. If

you're surprised to find a dozen betting on games, vou're really naïve."

"It's really an American thing." said Mr. Delany, who has long warned about the possibility of a major gambling scandal in college sports. "There are tens of thousands of athletes participating in college sports. If you're surprised to find a dozen athletes betting on games, you're really naīve.'

But Mr. Delany and other sports

officials say there's a name. line between an athlete's belling on professional and college contests and the much more serious breach of gambling on one's was

Pressure and Compromise With so much money percolating

through college sports, and much financial pressure on 2thletes, Mr. Delany said, an ablete need only make one mistake-for instance, to become inabled a the wrong person-to go astray.

"A lot of the kids are unde strain," he said. "If someone lellhim, 'We still want you to win, just by a few less points, a relative unsophisticated person might no see that as a compromise."

Neither Mr. Delany nor Mr. Hilliard believes colleges cando much to stop athletes from gambling or cept to educate them. Mr. Hilland said some colleges bring in agents of the Federal Bureau of Investigation each year to give a "fear a

God" speech about gambling. Mr. Delany and many sports of ficials believe the consequences a major gambling scandal would far reaching. For all the scruting college sports recently, he said "the integrity of the outcome of the games themselves has not been questioned in a serious way." "If it is," Mr. Delany warned

"the whole deck of cards come

### ATHLETICS NOTES

■ Western Kentucky to keep football program Ex-athlete drops suit against Creighton U.

Western Kentucky Univered narrowly last week to maintain the institution's football program, despite a that the sport be suspended.

But the team's new life came with a catch: The trustees agreed that the university should spend no more than \$450,000 in institutional money on football next year, and said the athletics department would have to raise the rest of the money needed to keep the foot- sports information director. ball team afloat

"The board showed remarkable courage and commitment to the classroom in voting for this budget," said Charles J. and president of the campus chapter of the American Asso- failing to educate him. ciation of University Profes-

posed last month that football read at a third-grade level. be eliminated as part of a broad

ry enterprises, said Fred W. sity's Board of Trustees vot- Hensley, director of university Sports officials, boosters, and

> football players had urged the university to keep the team. Sports officials had vowed to bring the team's costs—which had neared \$1-million in recent years—to a "bare-bones" level \$765,000, and said they would raise the extra \$315,000 through ticket sales, away-game guarantees, sponsorships, and donations, said Paul Just, the

-DOUGLAS LEDERMAN

A former Creighton University basketball player has Bussey, a professor of history agreed to drop a lawsuit charging the university with

In the settlement, Creighton sors, which had called for the agreed to pay \$30,000 to the forfootball program's elimination. mer athlete, Kevin Ross. In exchange, he agreed to drop his a Nebraska io \$450,000 of institutional fund- lawsuit, which claimed that the athlete, Scott Baldwin, has ing—as long as the commitment university had broken an oral pleaded not guilty by reason of holds—is really just a remarksple against a proper education in return for go to trial this month. A 12-member panel, headed his four years of basketball by the institution's president, play. Mr. Ross left Creighton in burgh paid \$446,621 in the 1990-Thomas C. Meredith, had pro-

Creighton's general counsel, in 1989, the Pittsburgh Post-Gapackage of cost reductions designed to make up for a \$6.2- admitted no liability in settling ment to Mr. Gottfried was remillion out to Mr. Gottfried was remillion out to Mr. Gottfried was remillion. million cut in state funding. the case. Rather, he said, Most of that deficit will be made up by cuts in administration avoided a long and Pittsburgh filed with the Interup by cuts in administrative costs and the creation of authors.

Creignton avoided a long and Pittsburgh filed with the costs and the creation of authors. costs and the creation of auxilia- set to go to trial later this month.

"My job is to make decisions which protect the assets of the university for the best use of fulfilling its mission of educating students," Mr. Jahn said. "This is a good settlement for

Legal experts and sports offdasses under the "gradual cials had watched Mr. Ross's reopening" of the institution case closely for several years. He originally charged Creighton of Defense last month (The with educational malpractice Numlcle, April 29). and negligent admission, among Bir Zeit and five other other things. A federal court threw the case out entirely in 1990, but an appeals court ruled last month that the case could proceed with a charge of breach of oral contract.

**Briefly Noted** ■ The University of Nebraska raised \$34,832 at its annual spring football game. It had woman who had been beaten by

■ The University of Pitts fried, the football coach it fired vealed in a disclosure form that

The U.S. Treasury Department, to the relief of colleges, has announced that a 1973 U.S.-U.S.S.R. tax treaty remains in effect between the United States and the members of the Commonwealth of Independent States.
In addition, the department

announced that it will give Estonia Latvia, and Lithuania the option of having the treaty apply to them as

Tax treaties are important to colleges that provide grants to foreign students. Some portions of the grants are subject to U.S. income taxes, and foreign students generally are not eligible for deductions and can face large tax hils. Tax treaties, however. generally include provisions to mant deductions to people from the signatory country. For that reason. olleges have to spend much more to apport a student from a country with which the United States has no realy, as a large portion of the gant could be taxed. Since the collapse of the Soviet

Union, college officials have been uncertain as to the tax status of students from the nations that used to make up the U.S.S.R. The Treasury Department announcement said the United States would negotiate new tratics with the former Soviet republics, but that, for the time being, the old trenty would apply.

No special festivities were held last week when classes resumed at Bir Zeit University on the Israeli-occupied West lank, four years and four months after the institution was that down by the army. The colleges of engineering and of science were the first to resume amounced by the Israeli Ministry liversities in the West Bank and am Strip were closed shortly after he start of the Palestinian uprising pinst Israeli occupation in cember 1987. The campuses were itwed by the Israeli occupation whenties as hotbeds of political clivism. All have reopened over be past 18 months. Bir Zeit, which earolled 2,500 students before it as shut down, was closed the

ousands of students from developing countries who have bught to study there after the collapse of the Soviet Union. he students had been sponsored Poreign Ministry scholarships in leu.s.s.R., but those grants were sepended when the union dissolved. An official of Overseas Students' epartment in Cuba's Foreign Antity said the country this year ad already enrolled more than il Mo foreign students, most of the from sub-Saharan Africa, and and not accommodate any more.

# International



Peruvian army commandos round up student leaders in Lima to thwart potential campus protests following last month's declaration of an emergency government.

### Peru's President Seeks to Control Public Universities to Make Them Less Hospitable to Leftist Politics

By LUCIEN CHAUVIN

LIMA, PERU Bringing Peru's public universities under government control and making them less hospitable to leftist political activity have clearly emerged as aims of President Alberto Fujimori's Emergency Govern-

ment of National Reconstruction. Last month, Mr. Fujimori dissolved

both the legislative and judicial branches of government and declared himself in charge of an emergency administration, which he said would run the country for one year. Peru's military supports Mr. Fujimori.

"Our objective is to achieve, through reconstruction, a prosperous and democratic society," the President said in a speech to the nation. Hundreds of univer-

### Pre-Invasion Tensions Are Ignited as Kuwait U. Tries to Return to Normal

By BURTON BOLLAG

One year after the allied military offensive ended Iraq's brutal occupation of Kuwait, the country's seven-campus university is struggling to return to normal.

Although classes were hurriedly resumed last September, much has been left to improvisation, since only 40 per cent of the estimated \$400-million worth of damage has been repaired.

The trauma of the occupation has also re-ignited pre-invasion lens University. The rector has clashed with a former vice-rector over her contention that the institution is undemocratic and denies women their rights.

The administration also was confronted by female fundamentalist students who demanded the right to wear face veils on the

In telephone interviews, officials and faculty members of the university spoke of its post-occupation progress and prob-

"The level of devastation is still quite obvious" at the institution's campuses, said Rasha Al-Sabah, an English professor

and former vice-rector for community service and information. Although windows have been replaced, many buildings are still marked by charred masonry from blasts set off inside their walls.

### 2 Years of Repairs

In fact. Kuwait security troops were still exploding mines left on the campuses when the university re-opened last fall. All seven campuses are now operating, with a total of about 9,000 students enrolled, about 15 per cent fewer than before the

Officials said it would take at least two more years to repair the extensive damage caused by the Iraqi army.

According to university administrators, Iraqi officers and soldiers used classrooms as barracks. They converted the drawers of metal filing cabinets in faculty offices into makeshift cooking grills and tore pages out of books to get their fires started.

Moreover, almost everything of value was hauled away. University officials said that Iraqi professors and university admin-Continued on Following Page

sity students in Lima were rounded up by soldiers and army commandos after the emergency government was declared.

The arrests were the government's way of preventing student leaders from organizing protests of the President's decree, and of scaring off others who might consider such actions. The students who were detained were released within 72 hours.

Now a tense calm prevails as Peruvians attempt to come to terms with the full effects of the "presidential coup."

Reorganizing the country's education system was one of the 10 principal objectives that Mr. Fujimori set for the first six months of his emergency government. In his speech he also called on the universities to help foster the development of "a patriotic conscience" on their campuses.

Mr. Fujimori's inclusion of education reform as a main point in his emergency decree, and the fact that nearly a month after his announcement he has yet to name a Minister of Education, are seen by academics here as further evidence of the government's efforts to change the left-leaning political character of public universities.

### Home to the Political Opposition

Like state universities throughout most of Latin America, those in Peru have often been home to the political opposition. Since the start of guerrilla activity here in the 1960's, student governments on the campuses have been allied with left-wing political parties. In recent years the universities have been viewed as sympathetic to the Maoist Shining Path movement-to its message, if not its violent means.

Among the rumors floating among academics in the capital is one that has Mr.

Continued on Page A45

nitrated From Page A43

Ligari naming a military man to

Mr. Fujimori, who was rector of

it National Agrarian University

More running for president in

140, has been at odds with stu-

la May 1991 students pelted him

in nocks at the San Marcos Na-

wal University in Lima. The next

a, the military took control of

Marcos and of the National

Law November, university re-

m was part of an avalanche of

or than 100 executive decrees

bated down by the President. The

tette that most affected higher

is the autonomy

Liphic universities, which had

hand them to function beyond

manust influence. Revoking

brautonomy gave the govern-

athe right to station troops on

transuses, an action that would between illegal before the decree.

Miles soon were dispatched to

senistate universities, including

Marcos, as part of a program

pair their run-down buildings.

tifier painting over revolution-

slogans, the troops did little but

up observation posts. Their

resource on the campuses mainly

Two weeks after declaring his

targency government, Mr. Fuji-

profunde a surprise visit to San

throsand to the national univer-

lyin Callao, where he reiterated

fucifor "a new climate of patri-

ta." Many have interpreted his

makeds to mean that students which tolerate support for rev-

histing to the Shining Path slo-

A that had reappeared on the

A of the university in Callao,

Resident said that security

es would soon arrive "to re-

Hand Griffiths, a former vice-

in the University of Lima

400w a member of the institu-

alsw faculty, has 10 years ex-

tince in higher education here.

is opinion, the President may

क्ष will be superficial.

aling a rhetorical hard line on

n, but in reality the

Aprofessors have to take on

dr. Pujimori took office in

4 1990 and announced eco-

apending at public univer-

units to deter political activity.

Trachers College.

<sub>nomy</sub> Revoked

and faculty members at the

akk universities for a year.

### Kuwait U. Recovers From the Trauma of Iraqi Occupation

Continued From Preceding Page istrators had been dispatched by Baghdad to Kuwait to supervise the wholesale removal of libraries and laboratories, many of which have not yet been replaced. Thousands of cables were cut as the invaders ripped out computers on the

Furniture, rugs, and even brass knobs on faculty mailboxes were stolen and must be replaced, according to the university. The government of the oil-rich emirate is financing the university's reconstruction, said Rector Shuaib A. M. Shuaib. "The university is

### √4Years of research in marine biology, oli and water pollution, AIDS

and viruses, to name only a few areas, are irretrievably lost."

benefiting from acquiring the most up-to-date equipment," he added. While physical losses can be replaced, lost research cannot. According to a university statement, "Years of research in marine biolo-

gy, oil and water pollution, AIDS Land viruses, to name only a few areas, are irretrievably lost."

Meanwhile, a controversy is stirring over the recent removal of Rasha Al-Sabah, an active campaigner for women's rights in Kuwait. from her post as vice-rector. The administration says she resigned. but Ms. Al-Sabah is protesting her

### 'Back to the Old Ways'

Women Living Under Muslim Laws, a Paris-based group, has called Ms. Al-Sabah's removal "symbolically harmful" to women's efforts to gain more rights in Muslim countries.

Ms. Al-Sabah said in an interdemocracy in campus life after the compensated for losses and sufferend of the Iraqi occupation, ing during the occupation.

France's new Minister of State

for Education and Culture, Jack

from his predecessor—a contro-

versial package of university re-

forms. It took Mr. Lang less than

three weeks to decide to "sus-

pend" much of the proposed plan

because "the universities are not

through would lead to disorder and

Mr. Lang conceded, however.

that reforms were needed, particu-

larly in the early stages of universi-

ty studies. The current situation is

of the planned reforms that had

-x-ready to apply it and to push it

would harm students."

\_\_\_\_\_ang, wasted no time in dealing

"we've gone back to the old ways." She accused the adminis tration of nepotism and favoritism in filling key posts, and spoke of the "total disaffection" with the rector among faculty members. The rector declined to respond to the charges.

### No Veils in the Lab

A different sort of confrontation took place when some female medical students tried to veil their faces and were ordered not to by the dean of the university's medical school. The fundamentalist-leaning student union staged a rure demonstration in support of the

The issue was resolved when the university administration decided that veils could be worn in lectures. but not in laboratories or when dealing with patients.

According to Ms. Al-Sabah, however, activism over campus issucs generally has been subdued. "Everyone is still under the shock" of the occupation, she said, and the politically inclined have turned their attention to the country's parliamentary elections, scheduled for October.

Officials say seven university students were killed as they fought against the Iraqi occupiers. As a gesture, the university is offering free courses to the relatives of all Kuwaitis killed during the occupa-

### **Palestinians Punished**

In line with the country's policy of expelling many members of the large Palestinian community in Kuwait for having sided with Iraq in the conflict, the university has not renewed the contracts of the insti tution's 140 Palestinian faculty members, most of whom will therefore have no legal basis for remaining in the country.

Only limited numbers of non-Kuwaiti students and faculty members have been allowed to return to the university. They are from such countries as Egypt and Syria, which opposed the Iraqi invasion.

Ms. Al-Sabah charged that some foreign faculty members had been "shabbily treated," and that some recently quit the medical faculty because, unlike the Kuwaiti inview that despite hopes for greater structors, they were never fully

Elements of the planned reforms that had been

accepted by a majority of students, professors.

program for first-year students, which was to be issued after the

procedures to regulate examina- first year under the reform plan.

'unacceptable for the students and forms in the fall will be announced Diplome d'Enseignement Univer-

"Macceptable for the state of the state of the end of May, Mr. Lang said. sitaire Generale, known as the many here as among the elements

and administrators will be put into effect.

been accepted by the majority of proposals in the fall to deal with dential met with tremendous opponed of reform.

tions, and projects aimed at in-

effect, he said,

### A Fundamentalist Who Is Critical of Science Appointed to Top Education Post in Britain

Having backed the wrong horse in last month's election. which saw the Conservatives retain control of the government, British professors are now coming to terms with the appointment of a fundamentalist Christian who is critical of modern science as Education Secretary in Prime Minister John Major's new cabinet.

In a magazine article on parental responsibility, published just as he took office, John Patten, the new secretary, blamed modern science and secularization for diminishing the idea of evil. People need the prospect of "eternal damnation," he de-

Perhaps in view of Mr. Patten's appointment, scientists welcomed a decision by Prime Minister Major to establish a special government department for science outside the Department of Education, which previously had responsibility for it.

William Waldegrave, who had been Secretary of State for Health, has been named to head the new science department. Like Mr. Patten, Mr. Waldegrave is a former fellow of an Oxford University college.

Mr. Patten was a professor of geography at Oxford University, where he had been a fellow of Hertford College until 1983.

### 'Carried Away'

France's New Education Chief Shelves Much of His Predecessor's Controversial Reform Package

University heads, asked for their reaction to the views Mr. Patten expressed in the article. were reluctant to comment publicly. Privately, however, one vice-chancellor noted that Mr. Patten's previous government appointment as Minister of State in the Home Office had carried responsibility for fighting crime and, faced with rising crime rates, the secretary might

"have been carried away." The Conservatives were kept in power even in the face of

university students, professors, issues on which there is no consensition from students, who saw it

and administrators will be put into sus. One of those unresolved is not only as useless but as a first

Those include a better advising tificate of University Studies, universities, which they oppose.

creasing links among different signed for students who had com- the DEUG and the higher-level Li-

courses of study to increase the pleted a specified number of cense will be worked out with uni-

possibilities of transferring. Meas- courses but did not meet the re- versity presidents and will be an-

ures for implementing such re- quirements for their second-year nounced in the fall, Mr. Lang said.



opinion polls showing them fall- for the Oxford West and Abinging behind the Labor Party, don district, which takes in which was the clear preference of a majority of university professors. However, Mr. Major Cambridge, he became a profesmoved quickly to restructure his cabinet, Mr. Patten succecds Kenneth Clarke, the previous Education Secretary, who was named Home Secretary and is now responsible for law enforcement and public order.

Government spokesmen have said—but not for attribution that Mr. Major expects Mr. Patten, as a former professor, to the existence of evil "in the sincultivate a less abrasive rela- ews of society." He said a dwintionship with the universities

amount to "a way of getting rid of

students," charged one student

leader. Mr. Lang said the certifi-

cate would be dropped or changed

to a credential simply attesting to

Details of the changes planned

the level of studies attained.

Details to Come in the Fall

ures for implementing such reforms in the fall will be announced by the end of May, Mr. Lang said.

The minister said he would make

The minister said he would make

The fall to deal with

The deplication of their second-year announced in the fall, Mr. Lang said.

The diplomas are viewed by many here as among the elements of French higher education most in the fall to deal with dential met with the fall to deal with dential met with the fall of their second-year announced economic and announced economic and the fall of their second-year announced in the fall, Mr. Lang said.

The diplomas are viewed by many here as among the elements of French higher education most in the fall to deal with the fa

The proposed certificate was de-

issues on which there is no consensus. One of those unresolved issues is the fate of the planned Certificate of University Studies, which they oppose.

The proposed certificate would issues on which there is no consensus it is supposed to be on the planned from students, who saw it tained after two years of study; but think external pressure students are now spending an average of four years to get the diplomatically academic, "says Mr.

The proposed certificate would take the problems are now spending an average of four years to get the diplomatically academic," says Mr.

The DEUG is supposed to be on the planned for two years of study; but tained after two years of s

much of Oxford University. Educated at the University of sor at Oxford in 1969. In his controversial article on

parental responsibility, which

was published in The Speciator magazine, Mr. Patten called for the Christian church to adopt a more self-confident voice. The voice of the church, he wrote, should encourage parents, "exhort" children, and recognize dling belief in damnation had led than his fiery predecessor had. to a loss of fear of the conse-In Parliament Mr. Patten sits quences of bad behavior.

The DEUG is supposed to be ob-

sion to shelve the proposed re-

cluding leaders of the National Un-

ion of Higher Education, the

country's largest faculty unions and the UNEF-ID students

swept under the carpet.

the License, which should take thousal has failed to provide

the License, which should be a supported to provide three years to obtain but is now taking students an average of five taking students and average of five taking students are least the time to six years. In both cases the time taking the credential is spent obtaining the credential in relation in the credential is spent obtaining the credential in relation in the credential is spent obtaining the credential in relation in the credential is spent obtaining the credential in relation in the credential is spent obtaining the credential in the credential in the credential is spent obtaining the credential in the creden

spent obtaining the creation in relation i

its value in the job market.

Most students and professors and professors and professors and professors and of academic quality

sion to shelve the property in the same to take on forms. However, many others, in the same to make ends

sities has declined drastically. In

addition, says Custodio Arias, a

sociology professor at San Marcos,

the government in each of the last

two years has not turned over to

the universities all of the money

specified in their budgets.

mention research" he says.

Peru Seeks to Control Universities

and Rid Them of Leftist Politics

is the theme for the Tenth Annual Multicultural Summer Institute at The University of Findlay, which houses the first certified bilingual/multicultural teacher training program in the state of Ohio.

June 22-26, 1992

in Education

Dr. Lily Wong-Fillmore

The Institute may be taken for non-credit, undergraduate or graduate

For more information contact: Dr. Jean Nye, Director, International Center for Language and Resource Development, The University of Findlay, 1000 N. Main St., Findlay, OH 45840 (419) 424-4678

credit. Tuition costs are available upon request.

Explore the dynamics between institutions of higher learning and the communities in which they reside. Topics include campus expansion and demolition of historic resources; and more.

Friday, June 12 and Saturday, June 13

Cosponsored by ... Harrisburg Area Community College and The

Location ... Wildwood Conference Center, Harrisburg Area Community College, Harrisburg, PA 17110

For Information ... Michel R. Lefevre, PHMC Symposium Coordina-

ted franticap, place of birth. General Educ

presence on the campus have made done with the Congress building students increasingly anxious. Students now fear that the government may eventually try to shut down

the university. Mr. Gilvonio adds that the milisupport of students.

### Troops Sent to Villareal

Fear that Mr. Fujimori may shut inefficiency at the universities "Because of the administradown San Marcos is based on the tion's myopia, there are no funds for infrastructure or salaries, not to University. On the day of his coup, Julio Gilvonio, director of stuthe President closed Villareal. dent health and welfare at San Mar-

and the Palace of Justice.

The university was allowed to on April 24 has closed it again. In spite of the government's ac-

not helped the government win the that their own institutions may be next, many university students support Mr. Fujimori's actions. The President's attacks against

have won him support, as have government's actions against Li- such populist gestures as his dequirement for graduation. A second-year medical student

which has long been allied with an at San Martin de Porres University on the university and the military troops to surround it, as he had supports the President's decision

1993 National Conference

to dissolve Congress and his proposed changes in the educational system. However, he does not reopen a few days later, but a fire think Mr. Fujimori's approach to solving problems at the universities will work. "The army can't tary's presence on campuses has tions against Villareal and the fear change anything by painting over a few walls," he says.

Most academics agree that after more than 20 years of decay and politicization, Peru's public highereducation system definitely needs reform. In contrast to President Fujimori, however, they believe ma's Federico Villareal National cree abolishing the thesis as a re- the changes must come from the universities themselves.

Says Mr. Arias, the San Marcos cos, says the economic constraints opposition political party, and sent who gave his name only as Mirko will only further weaken the counsociologist: "External pressure try's educational system."

### CONFERENCES, CALLS FOR PAPERS

# FINDLAY

### **Educating Citizens for 21st Century** America: Strengths from Diversity

Invited consultants are:

Dr. Jim Cummins

The Ontario Institute for Studies

University of California-Berkeley

### Town & Gown: Conflicts & Issues in **Historic Preservation**



Pennsylvania Historical and Museum Commission

tor: 717-787-4363 or HACC's Technical Institute: 717-780-2459



# $m{A}$ mong tbe 12.5 million studenis in American bigher education,

only 2 million fit our traditional conception: 18 to 21 year olds who so to college full-time and live on campus. Institutions of bigber education find themselves in the midst of a period of fiscal austerity which demands that they find creative ways to do more with less.

### CALE FOR PAPERS

Last year's first annual conference, "Lifelong Learning: Meeting the Higher Education Needs of Adult Learners," drew 250 participants from 36 states, 2 foreign countries and 116 institutions. The Second Annual Conference promises to be even more diverse in its attendance and presenters. Potential presentations will be reviewed by an external review board and should address some facet of the overall conference theme:

in this difficult and challenging era, bow can teachers and administrators who are committed to lifelong learning find ways to enhance the quality of their service while remaining fiscally responsible?

### Suggested Themes

Diversity: How can we reach out to new student populations whose talents, as Thomas efferson noted over 200 years ago, "...perisb without use if not sought for and cultivated?" Teaching: What new approaches can be taken toward developing and improving classroom teaching skills that take into account the unique needs of adult and part-time learners? Delivery: How can we create, implement, and assess the impact of innovative delivery systems designed to meet the needs of the lifelong learner?

Basics: What new approaches to improving the basic skills of returning adult students hold promise for easing their transition into higher education?

Assessment: For institutions seeking to improve the quality of adult higher education opportunities, assessment is not an unpleasant mandate imposed from the outside but an internal necessity. How can assessment activities be regularly built into the structure of all aspects of the services we provide to adult learners?

Technology: What are the most appropriate, efficient and effective ways for using new technologies as part of the services (administrative, instructional, advising, placement) provided to adult learners?

• Please submit an abstract not to exceed three pages to: National University Research Institute • National University 4025 Camino del Rio South • San Diego, CA 92108 Abstracts submitted on a 3 1/2" diskette in an ascil format are preferred to

facilitate production of the conference proceedings. · All proposals must arrive at the National University Research Institute by

July 1, 1992 to be considered for the conference. All proposers will be notified of the status of their papers by September 1, 1992.

For more information contact: Jim Boss, Conference Director (619) 563-7144

NATIONAL UNIVERSITY REASEARCH INSTITUTE

بريت



WITH the small increases in faculty salaries this year (The Chronicle, April 22), most faculty members can

appreciate the joy with which Joyce and E. Jay Hilty, Jr.,

Ms. Hilty teaches data processing at Maple Woods

Community College; Mr. Hilty teaches philosophy there.

For now, they intend to keep their jobs, while receiving

their winnings in installments of \$167,000 per year for 30

Said Mr. Hilty, "We're going to pay off some college

The Louisiana Division of Administration will pay

Mr. Boyer, who is now president of Southern West

\$178,000 to settle a lawsuit bought by Harry J. Boyer,

former president of Delgado Community College.

General's office supported that position.

debts, but we really haven't thought about buying anything

greeted the news that they had won \$5.1-million in a

Reader's Digest sweepstakes.

specific."



Ellen M. Campbell

Woodbury University

Virginia Community College, resigned from Delgado in 1988 under pressure from then Louisiana Gov. Buddy Roemer. Mr. Roemer had threatened to close the college, Saundra L. Taylor accusing Mr. Boyer of mismanagement and cronyism. Mr. Boyer sued in April 1989 after the state's Board of Trustees refused to rehire him as a professor at the college. The board contended that he had relinquished his rights to tenure by resigning, and the state Attorney Edwin Edwards, now Louisiana's Governor, said of the settlement: "I'm glad we got by as cheap as we did."

(Mr. Boyer had originally sought \$718,000 in lost wages and benefits.) Mr. Roemer, now teaching at Harvard University, said, "As far as the state paying money to Harry Boyer, I

think that's a joke." Four finalists to succeed Jean Mayer as president of Tufts University have been named. They are:

Learned Societies, Franklin M. Loew, dean of the university's School of

Stanley N. Katz, president of the American Council of

Veterinary Medicine.

Charles E. Putnam, executive vice-president for administration at Duke University.

Marina von Neumann Whitman, vice-president and group executive for public affairs and marketing at General Motors Corporation. Ms. Whitman is a former member of the Council of Economic Advisers and a former professor of economics at the University of Pittsburgh.

C. Everett Koop, former U.S. Surgeon General, has been appointed Distinguished Scholar at the Carnegie Foundation for the Advancement of Teaching. In announcing the appointment, Ernest L. Boyer, president of the foundation said, "Dr. Koop's affiliation with the foundation will be especially helpful in implementing our most recent report. Ready to Learn: a Mandate for the Nation, which emphasizes that every child should have a healthy start." Dr. Koop is a pediatric surgeon.

The resignation of Gordon C. Borchardt as president of MacCormac Junior College marks the end of an era, Mr. Borchardt first came to the private business college in 1958 as director of admissions and was named president a year later. Under his direction MacCormac was rechartered as a non-profit junior college in 1965. The Board of Trustees has named Mr. Borchardt chancellor of the college, which has the country's oldest program in Court Reporting Studies.

**Gazette** 

Michael Vande Berg





Gustavus Adolphus

■ New college and university chief executives: Lee College (Tex.), Jackson Sasser; Moore park College, James W. Walker; Otero Junior College, Joe M. Treece; University of Houston-Downtown, Max Castillo; University of Houston System, James H. Pickering: The State of the Castillo and the Castillo Ventura College, Jesus Carreon.

### Appointments. Resignations

Marilyn F. Adams, former director of de-velopment at Catholic Charities in San Jose, Cal., to director of development at California School of Professional

college at Washington College (Md.), to dean of the faculty and vice-president for academic affairs at Gustavus

Adolphus College.

Donald B. Balley, Jr., associate professor of medical allied health at U. of North Carolina at Chapel Hill, to director of

the center for assessment research and development at U. of Tennessee at Knoxville, to vice-chancellor for planning and institutional improvement at Indiana U.—Purdue U. at Indianapolis. Stephen Birdsall, interim dean of the college of arts and sciences at U, of North Carolina at Chapel Hill, to dean.

Gordon C. Borchardt, president of MacCormac Junior College, to chancellor.

John D. Bradley, acting vice-president for development and alumni relations at Columbia U., to vice-president for de-velopment and alumni relations at Boston U.

Joe Brockington, associate professor of German at Kalamazoo College, also to associate director of foreign study. R. Dan Burck, vice-chancellor for busi-ness affairs at U. of Taxas System, to executive vice-chancellor.

Ellen M. Campbell, dean of graduate studies and the weekend college at graduate studies, extended studies nd enrollment management.

Jesus Carreon, vice-president for instruction and assistant superintenden at El Camino College, to president of Ventura College. Max Castillo, president of San Antonio College, to president of U. of Hous-

ton-Downtown, effective July I.

Kevin A. Clements, professor of electrical engineering at Worcester Polytechnic Institute, to dean of graduate stud-

Mary Sue Coloman, associate provost and dean of research at U. of North Carolina at Chapel Hill, to vice-chan-

Joan D. Coley, professor and chair of ed-ucation at Western Maryland College, to dean of graduate affairs. canne Coville, acting controller at Stan-ford U., to controller.

Lawis A. Crickard, professor of drams and chair of drama and film studies at Dartmouth College, to director of the center for the creative and performing

Rosa C. Della Casa, labor-resources manager at Employment and Training Division of San Mateo County (Cal.). director of contract education an community services at San Jose/Ever-

green Community College District.

Barry Dombro, manager of information systems at Otocom Systems Inc. (Wilmington, Mass.), to director of information services for the business school at Wake Forest U. combe, grant coordinat

State U., has announced as the Sates, interim president of ment, effective July I.

Joe Fugate, director of the foreigned to the Calboun State Community program at Kalamazoo College, to president of Lee College announced his retirement from the fit.)

announced his retirement from the Man W. Staffens, director of admissional effective in September. He was W. Staffens, director of admissional effective in September in the College of the Aste to

and provost

Lyla L. Haggard, vice-president
keting at Bethesda Inc. (Clacia

College of Podlatric Medicine.
College of Podlatric Medicine.
George W. Harris, manager of bear
development and administration
Soft Sheen Products Inc. (Chicago).
Nanheris

\*\*\* THE SIXTH ANNUAL

Ball Holmes, president of Simulation, president of Simulation, president blue 30, 1993.

History, Ir., director of the column of

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of the college of the college of carrest at U. of Oklahoma, to se-acceptsident and provost of the

act at U. of Georgia, to provost a

LA Waheney, former staff manage (Linia resources at GTE Corpora(Renzville, Mo.), to director of Language of the state of the st

Manyoll, president of Jersey in Size College, has announced his regulor, effective September 1. ming at Indiana U., to dean of the

values and sciences at Rutgers U.,

Miles, associate director of nulissues in the law center at George-icall, to assistant dean for admis-icall taw school at Howard U. weet and management at State U. of New York College at Cortland, has un-

31.

Mileabost, director of marketing and droppent at Lyric Opera Cieve-bay, to development director at Userland Institute of Art.

Mary A. Neakauser, assistant director of dissistions at Marquette U., to confeasing of credit for prior learning at Urdan Strick College.

Milea Mag, former vice-chancellor of Jessese Board of Regents, to International Mileabour of Resident of East Tennessee State

demic affairs in the college of let-mad science at U. of Wisconsin at

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he hedelek J. Streets, pastor of at Ary Baptist Church (Bridge-J. Cona.), to chaplain at Yale U. S. Issen, director of annual giving and support services in the office of the chapter of the office ad support services in the out-

den Taylor, vice-president at U. of Arizona. assistant to the president r College, to president, CONFERENCES, CALLS FOR PAPERS

**National Conference on** 

**Student Retention** 

Recruitment ◆ Student Success Courses and

Marketing and Student

&

Freshman Programs Quality Service on Campus

**◆** Institutional Effectiveness

### Stretch your travel dollars... Attend five conferences in one!

By investing just three days, you'll return with winning strategies for strengthening your campus and your institution's future. Discover why nearly 5500 educators from over 1650 colleges and universities have attended at least one of our conferences. Participants say this is the best educational conference in the nation – you can't afford to miss it!

July 15-18, 1992 Hyatt Regency Hotel - San Francisco, CA

Call today for details: 1-800-728-4700 Convened by NOEL LEVITZ Center for Student Reten

Northern Arizona University

A Summer Renewal Institute in the Pines

### The Education of Native American Children

June 29 - July 10, 1992 Northern Arizona University Flagstaff, Arizona

A Banquet of Courses, Seminars, and Cultural Experiences for professionals interested in the education of Native American students.

For further information, call Dr. Thom Alcoze Director of Native Education, Center for Excellence in Education Northern Arizona University, (602) 523-9195

NAU is an EO/AA institution

### CALL FOR PAPERS

Midwest Popular Culture & American Culture Associations—19th Annual Conference October 8-10, 1992 - Indianapolis, Indiana

Participants from all disciplines and methodologies are invited to submit proposals. Deadline for submissions to Area Chairs, August 17, 1992

Proposal Guidelines Are Available Now! Write: Carl Holmberg, Executive Secretary MPCA/MACA Department of Popular Culture, Bowling Green State University Bowling Green, Ohio 43403

October 4 - 7, 1992 San Antonio, Texas

**MINORITY** STUDENT Recruitment, Retention, and Succes

Attended last year by more than 300 higher education professionals, The Minority Student Today Conference is designed to discuss, explore, and devise strategies for serving one of the most important constituencies in higher education today, the minority student.

Research and forecasts clearly indicate that recent trends in minority participation in higher education must be reversed. This fifth in a series of conferences will continue a national forum for the exchange of ideas and viewpoints on the many critical issues and challenges that affect these mportant student populations.

The Conference Planning Committee invites proposals identifying replicable programs, approaches, and policy actions that have significantly impacted the recruitment, retention, and success of the minority student.

Proposal Guidelines (deadline June 15, 1992) and Registration Information now available. Write or Call:

The Minority Student Today Conference University of South Carolina Division of Continuing Education 900 Assembly Street, Suite 200 — Columbia, S.C., 29208

(803) 777-9444 or (803) 777-2260 • FAX (803) 777-2663

CALL FOR PROPOSALS

# **Computers**

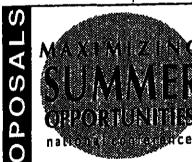
November 15 - 18, 1992 Columbia, South Carolina

This is the sixth in a series of conferences focused on the pervasive ortance of computing in the academic environment. Hundreds of higher education professionals from the Americas and abroad have convened to learn from each other's varied experiences, to exchange ideas about academic computing, to gain valuable insights into implementing the latest technology, to identify new resources, and to find solutions to the Issues and problems which face us all.

Sponsored by The University of South Carolina Division of Continuing Education

Proposal Guidelines and Registration information available now! Write or Call:

Computers on Campus • USC Division of Continuing Education 900 Assembly St., Ste. 200 ◆ Columbia, S.C., 29208 (803) 777-8444 • (803) 777-2260 • FAX (803) 777-CONF



February 28 - March 3, 1993 Columbia, South Carolina Sponsored by The University of South Carolina

Now, more than any time in recent history, institutions of higher education are facing critical challenges to utilize idle space, minimize down time, meet existing summer employment conditions, defray operating costs, and generate income. Specifically designed to focus on the pervasive importance of developing and maintaining successful summer programs, Maximizing Summer Opportunities will help you generate that new vitality.

Registration Information available now

Write or call: University of South Carolina Division of Continuing Education 900 Assembly Street • Suite 200 • Columbia, SC 29208 (803) 777-9444 • (803) 777-2260 • FAX (803) 777-CONF



### Gazette

Continued From Preceding Page Rich W. Turner, associate vice-president for university relations and development at California State U.-Domin guez Hills, to vice-president. **fichael Vande Berg**, associate director

of foreign study at Kalamazoo College, to director.

James W. Walker, assistant superintendent and vice-president for instruction and student services at College of the Canyons, to president of Mod College, effective July 1.

### IN THE ASSOCIATIONS

Rachel Z. Booth, dean of nursing at U. of Alabama at Birmingham, has been named president-elect of American Association of Colleges of Nursing.

### MISCELLANY

Daniel T. Barkowitz, assistant director of financial aid at Boston College, to assistant director of Massachusetts Educational Financing Authority. Villam P. Foster, director of bands a Florida A&M U., has been elected

Association Janet A. Rodgers, dean and professor of nursing at U. of San Diego, has assumed the presidency of American Association of Colleges of Nursing.

Preston J. Garrison, former national ex-ecutive director of National Mental Health Association, to senior associate at Association Executive Resources Group.

### Deaths

Marion L. Ainaworth, 85, professor emeri-tus of pediatrics at Ohio State U., April 14 in Columbus, Ohio. Robert A. Basah, Jr., 65, former special as-

sistant to the president and former vice-president for development at Cleveland State U., April 13 in Cleveland. Banoroft Beatley, 97, former president of Simmons College, April 23 in Bedford, Muss.

### **TELECONFERENCES**

### Here We Go Again: Are Professors and Teachers Shortchanging Women and Girls?

A Live, Interactive Video Teleconference, Co-Sponsored by AAWCIC and the Rio Hondo College Teaching-Learning Center, on the AAUW Report, "How Schools Shortchange Girls," and its Implications for American Higher Education. For faculty, staff, and leaders in colleges and universities.

10:00 - 11:00 am (PST)

\* Sharon Schuster, President AAUW \* Lella Gonzalez Sullivan, President AAWCJC • Evelyn Hu-DeHart, Dir., Center for Studies of Ethnicity and Race in America Pamila Fisher, Moderator, AAWCJC Vice President

Contact: The Teaching-Learning Center, Rio Hondo College, 3600 Workman Mill Road, Whittier, CA 90608, (310) 908-3460 FAX (310) 699-0480

### TELECONFERENCE ON WINNING



### TO MAKE A WORLD OF DIFFERENCE **Outreach Alliance 2000 Project**

The Center for Leadership, Development and Research

The University of New Mexico Will Sponsor a Technical Assistance/Grant Writing Teleconference.

May 20, 1992 1:00 - 3:00 p.m. (ET) 12:00 - 2:00 p.m. (CT) 10:00 - 1:00 p.m. (PT)

The aim of the teleconference is to provide an overview of the grant writing and submission process which is designed to increase access and participation of minority institutions in discretionary grant programs as authorized under Part D of the Individuals with Disabilities Education Act (IDEA).

### Site Registration Form/Due Friday May 13, 1992.

Mv institution would like to schedule the program.

My institution has a downlink. (If not, complete next item.) Mv institution is wired for cable by my local cable station.

Barwick at (202) 737-2405.

Name: (Coordinator)

\_ Fax: ( · ) Name of Institution: Downlink Site Location: Name of Technical Person: Telephone: ( )

MAIL TO: Center for Leadership, Development and Research P.O. Box 91277, Washington, D.C. 20090-1277 or FAX TO: (202).737-2451

William G. Boyce, 70, former director of the museum of art at U. of Minnesota at Duluth, April 12 in Duluth, Minn. Gordon M. Calins, 80, former dean of the college of agriculture at U. of Maryland April 22 in Laurel, Md.

George F. Dales, Jr., 64, professor of South and Southcast Asian Studies at U. of California at Berkeley, April 18 in Berkeley

Howard S. Eille, 93, professor emeritus o economics at U. of California at Berke-ley, April 15 in Capitola, Cal.

Gerald Felnberg, 58, professor of physics at Columbia U., April 21 in New York.

loan Hickoox Garrett-Goodyear, 50, associate professor of English at Smith Col lege, April 23 in South Hadley, Mass. Gwynn A. Greene, 76, former professor of education at Northern Illinois U., April

16 in Brunswick, Ga.

Foza Guraey, 71. former professor of physics at Yale U., April 13'in New Haven,

Stanley B. Jackson, 78, former professor of mathematics at U. of Maryland at College Park, April 19 in Mitchellville, Md. Bernard Jacobs, 68, clinical professor o orthopedic surgery at Cornell U., April 19 in New Rochelle, N.Y. Gerhard S. Kallienke, 51, assistant profes-sor of German at U. of Central Oklaho-

ma, April 21 in Edmond, Okla. Eleanor L. Krimmel, 72, former assis professor of social work at Catholic U. of America, April 3 in Washington. Dorothy T. Moore, 69, former member of the psychology faculty at Beren College and Northwest Missouri State U., April

19 in Arlington, Va.

Gerard K. O'Nelli, 69, professor emeritus o physics at Princeton U., April 27 in Red-

Richard C. Powell, 63, professor of medicine, biochemistry, and molecular biolo-ay at Indiana U. School of Medicine, April 17 in Indianapolis. Elvin F. Schmitt, 89, former adjunct profes-sor of piano at George Mason U., April 21

Russell T. Sharpe, 86, president emerituof Golden Gate U., April 15 in San Fran-

cisco.

Arthur C. Stern, 83, professor emeritus of air hygiene at U. of North Carolina at Chapel Hill, April 17 in Chapel Hill, N.C. Fred C. Thomson, 65, professor of English at U. of North Carolina at Chapel Hill, March 24 in Chapel Hill, N.C.

A. A. White, 85, dean emeritus of U. of Houston Law Center, March 10 in Houston

**Glan Carlo Wick, 82, former professor of physics at Columbia U.** April 20 in Tu-

### **Coming Events**

A symbol (=) marks items that have not appeared in previous issues of The Chronicle.

MAN

8-9: History. "Empowerment: Perspectives on African-American History in Pennsylvania," conference, Lincoln University and other sponsors, Lincoln University, Pa. Contact: (717)

8-12: Blology. "Science: Who Pays? Who Profits?" annual meeting, Council of Biology Editors, Pittsburgh. Contact: Cindy Clark. (312) 616-0800. -12: Multiculturalism. Preparing for Pluralism: Meeting the Challenges of an Inclusive Society," conference, Multicultural Institute of the Interna-

tional Counseling Center, Washing-ton. Contact: Multicultural Institute, (202) 483-0700, fax (202) 482-5233. 9-18: Intercultural programs. "Strategies for Cross-Cultural Communication in the New Information Age: Continuity, Change, and innovation," annual congress, International Society for Intercultural Education Training and Research, Wyndham Rose Hall Hotel, Montego Bay, Jamaica, Contact: SIE-TAR, (202) 737-5000, fax (202) 737-

10-12: Information systems. "Campus wide Information Systems: Leader ship Roles for Libraries," conference International Business Machines Cor-poration, Marriott Hilton Head Hotel, Hilton Head, S.C. Contact: James Corey, (904) 392-9020, or Peggy Federhart, (303) 924-9528.

hart, (303) 924-9528.

10-13: Community education. "Learning to Build Communities: Adult Education for Health Communities." conference, Simon Fraser University, Whistler, British Columbia, Contact: Christine Schlattner, (604) 291-5086.

10-13: Financie. "New Organizational Structures, New Project Models, and New Funding Sources for Economic

14: Fund raising. Seminars, Nova Uni-

Development," conference, Pennsyl vania State University, Pittsburgh. Contact: (412) 565-7018.

10-13: Institutional research. "Educa tion: the Global Perspective," annua forum, Association for Institutiona Research, Atlanta Hilton and Towers Hotel, Atlanta. Contact: AIR, (904 644-4470; BITNET AIRGEFSU.

l**0-13: interdiscipiinary programs.** Na-tional conference on non-traditiona and interdisciplinary programs, George Mason University, Virgini Beach, Contact; (703) 993-2020.

11: Disabilities. "Meeting the Chal lenge: Providing a Barrier-Free Envi ronment." conference. University of Miami, Hysit Regency-Miami Hotel, Miami. Contact: University of Miami School of Continuing Studies, (305) 284-4777, fax (305) 284-3318.

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11-12: Marketing, "Marketing Clinic How to Increase Adult Student Enroll ment," College Board, Omni Ambas sador East Hotel, Chicago. Contact Elena K. Morris, (212) 713-8101.

11-12: Student recruitment. "Skills Development for New Admission Recruiters," workshop, Council for Ad vancement and Support of Education Toronto. Contact: CASE, (202) 328-

11-13: Fund raising. "Corporate and Foundation Support," workshop, Council for Advancement and Support of Education, Doubletree Marina Del Rey Hotel, Los Angeles. Contact: CASE, (202) 328-5900. 11-13: institutional advanc

ng Computers in Your Alumni and Development Operations," workshop, Council for Advancement and Support CASE, (202) 328-5900.

11-15: Diversity. "Valuing Diversity
Training: for the Users of the Valuing Diversity Film Series," workshop, Copeland Griggs Productions, Marquette Hotel, Minneapolis, Contact: Copeland Griggs Productions, (415) 668-4200, fax (415) 668-6004.

12: Education. "Interactive Multimedia in Education," videoconference. George Washington University. Contact: Arlene Polinsky, (202) 994-8233.

Le: Information. "Information Shuring Across the Land," regional conference, Conference Board, Hyall Regency Hotel, Chicago. Contact: Conference Board, (212) 759-0900, fax

for Development," workshop, Council for Advancement and Support of Education, Adam's Mark Hotel, St. Louis. Contact: CASE, (202) 328-5900.

12: Safety. "Health and Safety for Edu-cational Institutions, With Emphasis on Biological Materials Management," interactive-video teleconfer-ence, California State University. Contact: Susan Copeland, (310) 985-13-14: Admissions. College fair, Nation

al Association of College Admission Counselors, Hartford Civic Center. Hartford, Conn. Contact: NACAC (703) 836-2222, fax (703) 836-8015. 13-15: Faculty development. "Creating Climates for Learning," workshop, Council of Independent Colleges, Ra-leigh, N.C. Contact: Mary Ann hnke, (202) 466-7230.

13-15: Fund rataing. Conference on annual giving, Council for Advancement and Support of Education, Adam's Mark Hotel, St. Louis. Contact: (202)

**L3-15: Institutional advancement. "R**un ning an Effective Advancement and information-Services Program," workshop, Council for Advancement and Support of Education, New Or-leans. Contact: CASE, (202) 328-5900. leans. Contact: CASE, (202) 328-5900.

13-15: Management. "Facility Layout and Optimal Adjacency Modeling," workshop, OR/Ed Laboratories, Oriental, N.C. Contact: (919) 249-3040.

13-16: Unguistics. Annual meeting. Southeast Asian Linguistics Society, Arizona State University, Tempe. Ariz. Contact: Karen Adams, Thomas Hudak, or Juliane Schober; (602) 965-4232, fax (602) 965-2012.

14: Fund relating. Seminars. Nova Uni-

Indule for Enrollment Manage-Maguire Associates Inc., Con 1 Mass. Contact: (508) 371-1775. nue, Fort Lauderdale, Fla 3334

14: Sex disormination. Here by
Again: Are Professors and Reco First Processing," national conference American Society of Mechanical Eccess. Westin Hotel, Detroit. (Last: ASME, (212) 705-7788.

> Victoria Day (Canada) 18.18 Annals. "Rodent Surgory in Re-serch and Teaching: Humane, Regu-

tier, Cal. 90608; (310) 908-346/ (310) 699-0480. 14-16: Katherine Anne Porter, L ine Anne Porter and 20th-Ceater,

versity, Fort Lauderdale

lact: Nova University, Office of

tinuing Education, 201 Multage lywood Building, 3301 College

Shortchanging Women and Gr. teleconference, Rio Hondo Co.

and other sponsors. Contact 7: ing-Learning Center, Rio Hood:

lege, 3600 Workman Mill Real S.

Southwestern Louisians, Lat La. Contact: Steven Giambros partment of History and Philoso P.O. Box 42531, University of Sa western Louisiana, Lafayette 70504.

ment," satellite seminar, Cali State University at Long Beach California Association of Relation tion Professionals. Contact: \ ■ 16: Gay people. Meeting, Minra Lesbian/Gay/Blsexual Transpoler Post-Secondary Educators Cor ence, Normandale Community lege, Bloomington, Minn. Con Ray Meyers, Normandale Consti

15-16: History. "After Columbs Spanish Legacy in the Souther Conference, Huntington Librar. Marino, Cal. Contact: (818) 46-20 lenges of Gender, Diversity, and Market national Exchange." Institute to Women's Policy Research, Anni University, Washington, Cere

785-5100 16-17: Education. "An America rum: Educating in a Mulicu World," conference, America for for Global Education and Wolf E fairs Council of Philadelphia, Philadelphia, Philadelphia, Philadelphia, Philadelphia, Philadelphia, Philadelphia, Philadelphia, Philadelphia, Philadelphia phin. Contact: AFGE, Suhe W. John Street, New York 10038;

Armed Forces Day

16-17: Critical thinking. Thinking Teaching Strates gional institute, Foundation cal Thinking, Seattle, Contact for Critical Thinking, Sense

17-19: Business officers. See nancial Officers Conference, all al Association of College and U

ture," conference, Baylor Umrs. Waco, Tex. Contact: Roge Brooks, Armstrong Browning Line Baylor University, Box 97132, W. Tex. 76798-7152. 14-17: Philosophy. Meeting, Sock Exact Philosophy, Univers

Disabilities Act, Title I-E Program Development, University tension Services, California Strate, versity, 1250 Beliftower Bodan Long Beach, Cal. 90840-800, #1 985-8334. fax (310) 985-849.

College, 9700 France Avenue, Bo ington, Minn. 55431. 16-16: Women. "Women's Point search Conference: Explore to Quincentennial—the Policy (L.

Heidi Hartmann or Roberts Salts Roth, Iwar, Suite 104, 100 P Street, N.W., Washington 2008-12-

University, Rohnert Park, Cal. (707) 664-2940.

18-22: Women. "Leadership Dr. ment Program for Women in H. Education," National Institute Leadership Development, Headership Development, Headership Development, Headership Leadership Developa Contact: NILD, 640 North nue, Phoenix 85003; (602) 7.

17: Admissions. College fair. Association of College Admissions.

Counselors, Madison Square value of New York. Contact: NACAC, \$6" Alexandria, Va. 22314; [703] \$6 fax (703) 836-8015.

17-18: Legal Issues. "Soliware agement Conference: Definite agement Conference: Definite Cray Zones in Copyright Law, versity of Oregon, Portland, (Ref. Versity of Definite Definite Conferences." (200) tact: Kassia Dellabough, 180, 2714 or (503) 346-3537.

sity Business Officers, Pla. Contact: NACUBO.

Fig. Contact: NACUBO. Flows Development Department, Suit & One Dupont Circle. Washing One Dupont Circle. Washing 1993. Pund radeing. "Seize the 080 17-19: Fund radeing. "Seize the 080 17-19: Pund radeing. "Seize the 080 17-19: Jewish Studies. Chick Contact: Philip and Muriel Bar Pa. 18015; (215) 758-335. Pa. 18015; (215) 758-335.

latory, and Scientific Issues Concern-Postoperative Periods," regiona workshop, National Institutes of Health, Detroit. Contact: Andrea Lubienski, Wayne State University Coning Medical Education, University Health Center, 4-H, 4201 St. Antoir Detroit 48201; (313) 577-1180, fax (313)

■ 18-19: Management. "Values Based Total Quality Management for Higher Education, institute, Marian College, Wilmington, Del. Contact: International Values Institute, Marian Col-

(414) 921-8228.

Angeles, Contact: Center for Medieval

lege, 45 South National Avenue, Fond du Lac. Wis. 54935; (414) 923-8140, fax

18-20: Waste manager Perspectives on Waste Management, workshop, California State Polytechnic University at Pomona and other

sponsors, Oxford, England. Contact: (714) 869-2288. 18-22: Medieval studies. "The Text and Texture of Symbology: Shifting Per-ceptions From 600 to 1600," confer-

of California, 405 Hilgard Avenue, Los Angeles 90024-1485; (213) 825-1880, fax (213) 825-0655.

19-21: Computer architecture. Interna-tional conference on computer archiecture. Association for Computing Machinery and other sponsors Queensland, Australia. Contact: Jean ue Gaudiot, University of Southern California, Department of Electrical Engineering Systems, sal 300, Los Angeles 90089-0781; (213) 743-0249. 19-22: Archives. "Going to the Source

chives, Washington, Contact: Paul Nassen Poulos, Exhibits and Educational Programs Division, Office of Public Programs, National Archives, Washington 20408; (202) 219-2316.

tion in Uncertain Times." conference on corporate communication, Fairleigh Dickinson University, Madison, N.J. Contact: Michael B. Goodman. Department of English and Communications, Fairleigh Dickinson University, 285 Madison Avenue, Madison, N.J. 07940: (201) 593-8710.

### CONFERENCES, CALLS FOR PAPERS

ECONOMIC & SOCIAL ISSUES IN THE NEW SOUTH: PERSPECTIVES ON RACE AND ETHNICITY



September 24 - 26, 1992 - Tampa, Florida

### CALL FOR PAPERS

This pational conference will focus on economic and social issues as they are related to race, ethnicity, gender and class in the 'New South'. Although the topical areas will be broad and presenters will be given latitude in terms of their focus, papers accepted will have to have some general reference to the conference theme. Featured speakers include Mr. Earl Graves, Chairman & CEO of Pepsi-Cola of Washington, D.C. and publisher of Black Enterprise Magazine; and Dr. Manuel Justir, former director of the National Institute of Education and Dean of the College of Education at the University of Texas at Austin.

Individual Papers, Ponels and/or Symposia, and Roundtables are lavied. Three broad conference tracts have been tentatively identified: Remonic and Political Lasues, Social and Family Issues, Educational and

Please submit proposals by JUNE 15, 1992 to:

Dr. Marvin Moore 1992 Conference, The Institute on Black Life University of South Florida 4202 E. Fowler Ave., I IB 689 Tampa, 1-1, 33620

### Call for Papers

### POPULAR CULTURE ASSOCIATION AMERICAN CULTURE ASSOCIATION

### Annual Meeting New Orleans

The next annual meeting of the Popular Culture issociation/American Culture Association will be held New Orleans, April 7-10, 1993. Popular Culture Studies/American Culture Studies are interpreted broadly and deeply. Participants in all areas of the arts, manities, social sciences and physical sciences are invited to attend. Papers are solicited on all subjects.

Area Chairs, who are responsible for all areas, are assigned in over 150 subjects. For the name of the Chair in their area, people interested in participating in the meeting are urged to write immediately to:

Ray Browne, Popular Culture **Bowling Green State University** Bowling Green, OH 43403 or call 419-372-2981, FAX 419-372-8095

The University of Central Florida invites papers From scholars in literature, history, art history and social and intellectual history for Second Blennial Conference on the Arts and Public Policy: PRIVATE LIVES and PUBLIC ROLES:

Literature and the Arts, 1500-1700 Orlando, Florida - 25-27 March 1993 abstracts or proposals for papers (reading length 15 minutes) to: Professor Katherine Keller or Professor Gerald Schiffhorst ment of English, University of Central Florida, Orlando, Florida 32816



June 21-24, 1992 Keynote Speaker

The Fontainebleau Hilton 
Miami Beach, FL

The drumbeat for quality improvement and accountability continues, and this year's conference is designed to help you and your campus respond.

Kay McClenney on assessment and national education reform Dan Seymour on TQM for the academy

■ Carol Schneider and K. Patricia Cross on assessing majors and programs Alexander Astin on the assessment of general

education ■ Dick Light on how assessment is making a dif-

ference at Harvard Gather information and ideas, participate in capstone experiences and book discussions, and network with committed colleagues. For everyone from novice to assessment veteran, this year's conference promises to be the richest and most involving ever.

For further details and registration materials, contact:



American Association for Higher Education One Dupont Circle, Suite 360, Washington, DC 20036 Phone: (202) 293-6440; Fax: (202) 293-0073







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nent lends itself to the campus worklife.

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   Process management techniques
- Success stories Data gathering and analyses tools
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### Coming Events

Continued From Preceding Page = 20-21: Management. "Values Hased .>Total Quality Management for Higher Education," institute, Marian College West Point, N.Y. Contact: Interna tional Values Institute, Marian Col-lege, 45 South National Avenue, Fond du Lac, Wis. 54935; (414) 923-8140, fax

# 20-21: Nursing. "Successful Grantwinning Techniques for Nurses and Health-Care Professionals," semi-~ ™ar. David G. Bauer Associates. Omn Park Central Hotel, New York. Con tact: DGBA, Suite 248, 2604 Elmwoo Avenue, Rochester, N.Y. 14618; (800)

20-22: Academic advising. Regional conference, National Academic Ac vising Association, University of Kan sus. Lawrence, Kan. Contact: Jor VanZandt, (913) 864-4371.

20-22: Research parks. "Global Tech-nology Development: University Research Parks and Incubators," annua international conference, Association f University Related Research Parks Austin, Tex. Contact: (602) 752-2002 fax (602) 752-2003.

20-23: Literaturo. Ricentennial confer ence on Percy Bysshe Shelley, Nation and Endowment for the Humanities and elew York Public Library, New York. Contact: Betty T. Bennett, Keats Shelley Association of America, Room 226, New York Public Library, Fifth Avenue at 42nd Street, New York 10018-2788; (212) 746-0655.

20-24: Interdisciplinary studies. "Myth and Knowledge, interdisciplinary conference, Sir Wilfred Grenfell Col-lege of Memorial University of Newidland, Corner Brook, Newfound land. Contact: Michael Covne Georg Gunther, Sir Wilfred Grenfel College, Memorial University of New foundland, Corner Brook, Newfoun and A2H 6P9; (709) 637-6333, fax (709) 639-8125.

21-22: Academic advising. Regional conference. National Academic Adising Association, Appalachian State University, Boone, N.C. Contact: Earlene McNeill or Pam Hoffman.

175-21-24: Black students. "The Research Problem: Black Intellectual Activism on the Horizon of the 21st Century, annual conference, National Black Graduate Student Association, Howard University, Washington, Contact (510) 642-5881 or (510) 642-6680.

22-24: International education, Work shops, NAFSA: Association of Interna tional Educators, Chicago. Contact NAFSA, Suite 1000, 1875 Connection Avenue, N.W., Washington 20009-5728; (202) 462-4811, fnx (202) 667

22-28: Sport history. Annual conven-tion, North American Society for Sport History, Dalhousle University, Hallfax, Nova Scotia. Contact: Joan Paul, Department of Human Performance and Sport Studies, University of Tennessee, Knoxville, Tenn. 37996-

23-24: International studies, "North American Nazrul Conference," Taranga, Medford, Mass. Contact: Abdulah Shibli, Stonehill College, North Faston, Mass. 02375; (508) 230-9509, Yax (508) 238-9253 or Tarangu, 33 Traincroft Rond, Lawrence Estate,

Medford, Mass. 02 | 55; (617) 396-8266.

24-26: Conadian higher education.
Conference, Association of Canadian Community Colleges, Montreal, Contact: ACCC, Suite 200, 1223 Michael Street North, Ottawn K1J 7T2; (613) 746-5916, fnx (613) 746-6721.

Learner: Programs to Attract, Retain, and Educate Older Students," confer ence, University of South Carolina, Columbia, S.C. Contact: National Conference on the Adult Learner, University of South Carolina Division of Assambly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777-2260, fax (803) 777-9357.

24-27: International education. national Education at the Cross-roads," annual conference, NAFSA: Association of International Educators, Chicago, Contact: Conley Turner, NAPSA, 1875 Connecticut Avenue, N.W., Washington 20009-5728; (202) 462-4811, fax (202) 667-3419.

24-27: Higher education. "Celebration of Teaching Excellence and Conference of Administrators," National In-stitute for Staff and Organizational Development and League for Innovation the Community College, Austin, Tex. Contact: Suanne D. Roueche, Director, NISOD, University of Texas, EDB 348, Austin. Tex. 78712; (512) 471-

24-June 6: Bloethics, "Extended Ibero-American Rioethics Course," Georgetown University and Pan America Health Organization, Washington Contact: Irene A. McDonald, Kenne dy Institute of Ethics, Georgetow University, Washington 20057; (202) 687-8099, fax (202) 687-6770.

Memorial Day Observed

25-26: Management, "Merit-Pay Systems," workshop, OR/Ed Luborato-ries, Oriental, N.C. Contact: OR/Ed, P.O. Box 888, Oriental, N.C. 28571 (919) 249-3040.

25-29: College stores. Annual meeting. National Association of College Stores, New Orleans, Contact: NACS, 550 East Lurain Street, Oberlin, Ohio 44074; (216) 775-7777. 26-29: international studies. "Global

ization and the Caribbean," conference, Caribbean Studies Association Grenada, Contact: Edward L. Cox. Department of History, Rice Universi ty, P.O. 1892, Houston 77251; (713

26-29: Student pursonnel. "Galeway to New Alliances," triennial conference College Placement Council, San Fran cisco Hilton Hotel. San Francisco Contact: Louise Lessel, CPC, 62 High land Avenue, Bethlehem, Pu. 18017; (800) 544-5272 or (215) 868-1421, fax

26-31: Biology. "The Cell and Molecular Biology of Chlamydomonas," international conference. Genetics Soci ety of America and other sponsors Asilomar Conference Center, Pacific Grove, Cal. Contact: George Witman, Worcester Foundation for Experimental Biology, Shrewsbury, Mass. 01545 (508) 842-8921, fax (508) 842-3915, c USA, 9650 Rockville Pike, Bethesda Md. 20814; (301) 571-1825, fax (301)

27-29: Faculty development. "Creating Climates for Learning," workshops. Council of Independent Colleges. Cleveland and Philadelphia. Contact: Mary Ann Rehnke, crc, Suite 320, One Duponi Circle, Washington 20036; (202) 466-7230.

27-29: Fund raising. "Effective Personal Communication in Major Donor Solicitation," workshop, Council for Advancement and Support of Education Washington. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036;

(202) 328-5900, 27-29: Minorities. "Redefining Education: the Challenge of Black Lender-ship," conference, Illinois Committee on Black Concerns in Higher Education, Northeastern Illinois University Chicago. Contact: Melvin C. Terrell (312) 794-2867, fax (312) 794-6136.

27-29: Women's studies. Conference, Association of Women's Music and Culture, Indiana University, Bloomington, Ind. Contact: (812) 855-4661 or Susan Frazier, Goldenrod and Hori-

Susan Frazer, Goldentou and Horzons, 1712 East Michigan Street, Lansing, Mich. 48912; (517) 484-1712.
27-80: Information. "Telecommunications, Networking, and the Networked rmation Resource Revolution. mid-year meeting, American Society Information Science, Albuquer que, N.M. Contact: Asis, 8720 Georgia Avenue, Silver Spring, Md. 20910;

(301) 495-0900. (301) 495-0900.

27-30: Philosophy. Conference on Santayana, Texas A&M University and other sponsors, Avila, Spain. Contact: Herman J. Saatkamp, Philosophy Department, Texas A&M University, College Station, Tex. 77843-4237.

27-31: Computers. Conference on "Mathematica," Wolfram Research Inc., Boston, Contact; Donna Brown, Wolfram Research, 100 Trade Center

Drive, Champaign, III. 61820-7237; (217) 398-0700, fax (217) 398-0747.

28: Philosophy. Canadian-section meeting, International Society for Philosophy of Law and Social Philosophy. Charlottetown, Prince Edward Island. Contact: Wesley Cragg, Philosophy Department, Lourentian University, udbury, Ontario P3E 2C6.

28: Student recruitment. "CASE Study of a Gold Medal Student-Recruitment Program," workshop, Council for Advancement and Support of Education Ponnsylvania State University, University Park, Pa, Contact: CASE, Suite 400, 11 Dupont Circle, Washington

20036; (202) 328-5900, 8-29; Non-traditional education. "New Pathways to a Degree: Using Technol Pathways to a Degree: Using Technologies to Open the College," workshop, Annenberg/cpn Project, Saratoga Springs, N.Y. Contact: Carol Twigs, Coordinating Center, Empire State College, Saratoga Springs, N.Y. 12866; (518) 387-2100.

28-29: Student requirement. "Using Financial Aid to Meet Your Enrollment

Goals," workshop, Council for Advancement and Support of Education and American Association of Collegiate Registrars and Admissions Offi cers, Washington. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

2003 American studies. "Suburban Development and Quality of Life in the U.S.A.," interdisciplinary national conference, International Institute for Suburban and Regional Studies, Baltimore. Contact: Karol H. Borowski. HSRS, Maryland Center, Box 28060, Bultimore 21239; (410) 426-6062.

28-30: Community colleges. Regional seminar, Association of Community College Trustees, Williamsburg, Va. Contact: ACCT, 1740 N Street, N.W. Washington 20036; (202) 775-4667.

28-30: Deaf students. "Educational Applications of Technology for Deaf Students," national symposium, Nationa Rochester School for the Deaf, Rochester, N.Y. Contact: Rochester Institute of Technology, Notional Techni-cal Institute for the Deaf, James Carroll, Lyndon Baines Johnson Bu P.O. Box 9887, Rochester, N.Y. 14623-0887; (716) 475-6821, fax (716)

1992		May			1992	
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31						

28-31: American studies. Annual nation al cowboy symposium, Texas Tech University, Lubbock, Tex. Contact: Ranching Heritage Center, Texas Tech University, Box 43201, Lub-bock, Tex. 79409; (806) 742-2498. 29: Fund relaing. "Planned Giving Opportunities for the 21st Century," onference, Chicago Planned Civing Roundtable and National Society of

tel, Chicago, Contact: (708) 655-0134. 28: Institutional advancement. "CASE Study of a Gold Medal Institutional-Relations Program," workshop, Council for Advancement and Support of Education, Pennsylvania State Uni-versity, University Park, Pa. Contact:

Fund Raising Executives, Westin Ho-

29-30: Black studies. "The Diversity of the African-American Religious Experience: a Continuing Dialogue." symposium, Schomburg Center for Research in Black Culture, New York Public Library, New York. Contact Preservation of the Black Religious Heritage Project, Schomburg Center for Research in Black Culture, 515 Malcolm X Boulevard, New York 10037; (212) 491-2040.

29-31: Computers. "Computers Across the Curriculum: Technology in the Freshman Year," conference, City University of New York and other sponsors, Marriott Financial Center Hotal New York Contacts New York Hotel, New York. Contact: Max Kirsch, Office of Academic Comput ing, City University of New York, 14th Floor, 555 West 57th Street, New York 10019; (212) 541-0324.

29-32: Computers and mathematics.
"Computing in the Calculus," conference, Rensselaer Polytechnic Institute, Troy, N.Y. Contact: Joe Ecker, Mathematical Sciences Department Rensselaer Polytechnic Institute, Troy, N.Y. 12180; BITNET: SCKERJ@R-

29-31: Social Issues. "What Difference Does Difference Make? The Politics of Race, Class, and Gender." conference, Duke University-University of North Carolina Center for Research on Women, Carolina, Chapel Hill, N.C. Contact: Jacquelyn Dowd Hall, (919) 962-8076 or Rachel Davies, Priday Center, University of North Carolina, Chapel Hill, N.C. 27599-102; (919) 962-1124, fax (919) 962-2061.

29-June 12: Philosophy. "Reinventing Socialism: the View From Cuba;" meeting, Conference of North American and Cuban Philosophers, Havana. Contact: Cliff DuRand, 1443 Gorsuch Avenue, Raitimera 23218 Avenue, Baitimore 21218.

Wend in Day 4 6-31; Prenomenology. "Chronos and Kairos: The Propitious Moment in Creativity, the Passions, and Inter-

tionality," conference, World Phenomenological Institute, Messena, Greece. Contact: A-T. Tymieniecka,

30-June 1: Multicultural Issues. "Preparing for Pluralism: Meeting the Challenges of an Inclusive Society," national conference. International Counseling Center, Washington, Contact: icc, (202) 483-0700, fax (202) 483-5233. 30-June 8: Faculty. "Faculty Develop-ment: Tradition and Transformation an Institute for New Faculty Developers," University of Delaware and Ap-

polachian State University, Boone, N.C. Contact: (704) 262-3045.

31—June 2: Engineering, Annual conference, Women in Engineering Program Advocates Network, Capital Hilton Hotel, Washington, Contact: Susan Staffin Metz. (201) 216-5245. 31-June 2: Fund raising. "Major-Gifts Roundtable," Institute for Charitable

Giving, Washington Marriott Hotel, Washington, Contact: (312) 222-9757.
31-June 5: Drug abuse. "Advanced School of Alcohol and Drug Studies." Rutgers University, New Brunswick, N.J. Contact: (908) 932-4317.

31—June 14: Bloethics. "Extended European Bioethics Course," Georgetown University, Washington, Contact: Diane Michutka, (202) 687-8099.
31—June 26: Humanities. "The Greek Character: Warrior, Citizen, and Thinker," institute, Community Col-lege Humanities Association, Wushington. Contact: Lyle E. Linville, (215) 751-8860.

■ 1-2: Computers. "Making Your NSF-net Connection Count," seminar, net Connection Count, seminar, Merit Network Inc., Las Vegas, Confact: (800) 66-MERIT OF (313) 936-3000. ■ 1-4: Engineering. National symposium on concurrent engineering. Society for Computer-Aided Engineering, Washington. Contact: SCAE, 5411 East State Street, Rockford, III, 61108.

generation computer systems, Associ-ation for Computing Machinery and others, Tokyo. Contact: Hidehiko Tanaka, University of Tokyo, Depart-ment of Electrical Engineering, 7-3 Hongo 7-chome, Bunkyo-ku, Tokyo 113; (81) 3-3812-2111, ext. 6663. 1-5: Computers. "Mathematica"

Across the Curriculum: Physics. workshop, Vanderbilt University, Nashville. Contact: (615) 322-2951. 1-19: Computers. "Programming Lunguage Paradigms," short course. Wheaton College, Norton, Mass. Contact: Fred Kollett, Wheaton College, Norton, Mass. 02766; BITNET: KOL-

LETTÉWWIEATNMA. 1-July 8: Music. "Rethinking American Music," institute, College Music Socioty, Boston College, Chestnut Hill, Mass. Contact: (406) 721-9616.

### Deadlines

A symbol (=) marks items that have not appeared in previous issues of The Chronicle.

June 1: Humanities, Applications from university and college teachers and from independent scholars for fellowships in the humanities. Contact: Na-tional Endowment for the Humanities, Room 316, 1100 Pennsylvania Avenue, N.W., Washington 20506; (202) 786-

June 15: Fulbrights. Applications for Fulbright awards for research and/or lecturing in Australasia or South Asia. Contact: Council for International Exchange of Scholars, 3007 Tilden Street, N.W., Suite 5m, Box CHE, Washington 20008-3009; (202) 686-

BRANTS

May 29: Medical education. Applications from medical schools for grant-tions from medical schools for grant-under the new Generalist Physician Initiative of the Robert Wood Johnson Foundation, Contact: Jack M. Colwill, Professor and Chairman, Department of Family and Community Medicine, University of Missouri, M228 Medical Sciences Building, Columbia, Mo. 65212; (314) 882-1613, fax (314) 884-

4909 June 1: Humanities. Applications for grants for preservation of and access to important collections in the human-lities. Contact: National Endowment for the Humanities, Room 802, 1100

Lowersity Heights, Augustu, 1997, 622-3170.

Pennsylvania Avenue, N.W., Wr. 1 ington 20506; (202) 786-0570.

June 1: Humanities. Application by grants for publication of leats un to technolistics. Abstracts of pa-typosible presentation at a conlistics, to be held in win Rew York. Contact: Jesse 45 Brooklawn Avenue, Fair-

grown rouposats on the theme grown in the New World Order: ward Possibilides," for possible In June 5: Foreign students. Appliance for grants to assist graduate and specific grants to assist graduate and specific grants to assist graduate students from the Baltic countries and East Cerru Europe. Contact: Gail A. Hochastic Grant Europe. Contact: Gail A. Hochastic Grant Europe. Contact: Gail A. Hochastic Grant English Narsan Assistance Awards Program NAFSA: Association of International Educators, 1875 Connecticul Atenda N. W., Suite 1000, Washington 2016, 5728; (202) 939-3124, fax (202) 916-3155. commons at a conference, to be win November in Amherst, Mass.

Acad South Korea, Contact: A-T. une 5: Humanities. Applications f. Lizziecka, World Phenomenology grants for humanities projects in mu ums and historical organizations tuct: National Endowment for the H manities, Room 420, 1100 Penns nia Avenue, N.W., Washington 35 (202) 786-0284.

May 18: Academic affairs. Proposit the theme "The Academy and Co munity: Implementing the Cort.: ment," for possible presentations the annual conference of the William Midwest-Central Region Academ Affairs Administrators, to be left of October in Ann Arbor, Mich. Contact Jerry D. Burnam, Associate Per-College of Applied Life Studies, Un-versity of Illinois, 1206 South Fourth Street, Champaign, III. 61820; 6 333-2131, fax (217) 333-0404.

humanities or for translation into Eq. lish of important works. Conlact R.

tional Endowment for the Humanian

Room 318, 1100 Pennsylvania Avo.

June 5: Foreign students. Applicants

May 26: Higher education. Manuscrip for possible publication in Issues & quiry in College Learning and Ital ing. Contact: Sally Knight, Manage, Editor, FCIF Offices, Eastern Mich. gan University, Ypsilanti, Ma 48197.

May 29: Amortoan studies. Proposits the theme "The New Abundance & Agricultural Revolution and the Shrinking World of the 19th Centur. for possible presentations at a ma-sium, to be held in October in Bullet ton, Ky. Contact: Dinsmore ton stead Foundation, P.O. Box 53, 18-lington, Ky. 41005; (606) 88-411. May 30: Continuing education. Provider for possible presentations at a continuing ence on international programs is co

tinuing education, to be held in No vember in Lexington, Ky. Contact Conference Office, University of Kettucky, 204 Frazce Hall, Lexinger

May 30: Higher education. Proposals the theme "The Dual-Career Court Higher Education," for possible possibl in October in Lexington, Ky. Conta Conference Office, University of Ke tucky, 204 Frazee Hall, Lexingua

May 30: Off-campus programs, Propir als for possible presentations at a col ference on "university downlowned ters," to be held in September in La ington, Ky. Contact: Confe Office, University of Kentucky, 28 Frazee Hall, Lexington, Ky. 4006

May 30: Equal opportunity. Prope possible presentations at the anna conference of the National Councild Educational Opportunity Associations, to be held in September in National Council Counc Washington, Contact: Andrea Rec Director, Academic Enrichment Ceter, University of Wyomins, P.O. Ba. 308, Laramie, Wyo. 82071; (307) 38-3449

May 30: Sociology. Abstracts of pages on the theme "Stability and Changes Stratification Systems," for possible presentation of a conference of the letternational Sociological Association of the stable of the sta ternational Sociological to be held in August in Salt Lake (II):
Contact: Bam Dev Shards, Professor
of Sociology, 301 Social and Behavier
al Science. University of Usab, Salt
Lake City 84112; (801) 581-8029, fax

June 1: American studies. Proposals possible presentations at a metias of the American Culture Association in the South, to be held in October in Augusta. Go. Combant. Deckans. J. Augusta. gusta, Ga. Contact: Ron Buchan Sargeant Reynolds Community lege-Western Campus, P.O. 85622, Richmond, Va. 23285.56. (804) 786-7112.

June 1: Distance education: P. the theme "Global Trends in planside the theme "Global Trends in planside Education," for mossible peter the tions at a conference, to be held in the september in Augusta, Me. Contact Bob MacVane, Dean of Community. Bob MacVane, Dean of Community and External Programs, University of the contact of the con Institute, 348 Payson Road, Belmont

Mass. 02178; (617) 489-3696. une 1: Popular culture. Proposals fo possible presentations at a meeting of the Popular Culture Association in the South, to be held in October in Augus tu, Gu. Contact: Ron Buchanan, . Sargeant Reynolds Community Col-lege-Western Cumpus, P.O. Box 85622, Richmond, Va. 23285-5622;

une 8: Geologio remole sensing. Proposuls on the theme "Geological Remote Sensing: Exploration, Environ-ment, and Engineering," for possible presentations at a conference, to be held in February 1993 in Pasadena Cul. Contact: Nancy J. Wallman, BRIM, P.O. Box 134001, Ann Arbor, Mich. 48113-4001; (313) 994-1200, ext. 3234, fax (313) 994-5123.

June 15: Literature. Manuscripts on the theme "The Politics of Popular Fiction," for possible publication in Lit:

CONFERENCES, WORKSHOPS

The Second National Conference on Classroom Research and Classroom Assessment:

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July 10 and 11, 1992

Keynote Speakers:

PATRICIA CROSS, Conner Professor of Education and Director, Assroom Research Project, UC Berkeley

180MAS ANGELO, Director, Academic Development Center, Boston College

parament sessions, workshops, and roundtable discussions on practial knovative techniques to assess and improve classroom learning

for a brochure describing the conference and application procedures wat Faye Bishop, Education, UC Berkeley Extension, 2223 Fulton \$, Berkeley, CA 94720. Phone (510) 642-1171; fax (510) 643-8683.

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Browne your brochure/application, contact Dr. F.A. Hilenski, Dean's College of Humanities and Social Sciences, University of South <sup>100</sup>18, Columbia, SC 29208, (803) 777-7042

National Graduate University rdially invites you to participate in t wenth Institute on Federal Funding for R&D for etes, Universities and other Nonprofit Organizations aton, DC - October 14-15, 1992 (Wednesday & Thursday)

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703/527-4800 FAX: 703/527-1457.

Literature, Interpretation Theory. Contact: Lee Jacobus and Regina Bar-University of Connecticut, Storrs.

June 1992 8 M T W T F 8 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

June 15: Utopian studies. Proposais fo possible presentations at the annua meeting of the Society for Utopian Studies, to be held in November in Baltimore. Generact: Lise Leibacher, Department of French and Italian, University of Arizona, Tucson, Ariz. 85721; (602) 621-7350 or (602) 299-

8727.
June 30: History. Proposals for possible presentations at the annual meeting of the New England Historical Association, to be held in October in Providence, R.I. Contact: Peter Holloran, New England Historical Association. Pine Manor College, Chestnut Hill, Mass. 02167.

June 30: Women's studies. Papers for possible presentation at a symposium on the history of women in Massachu-selts, to be held in October in Westfield, Mass. Contact: Martin Kaufman Director, Institute for Massachusetts Studies, Westfield State College,

Westfield, Mass. 01086.

Distance learning. Proposals for possible presentations at "Telelearning Conference '92: Creating Connections," to be held in October in Denver, Contact; Coast Telecourses, 11460 Warner Avenue, Fountain Valley, Cal. 92708-2597; fax (714) 241-6286.

Human relations. Papers on the theme "New Directions in Human Relations: Making It Work," for possible presentations at a conference of the Minnesota Human Relations Association, to be held in October in St. Cloud, Minn. Contact: Polly Kellogs, Human Relations Center, St. Cloud State University, St. Cloud, Minn. 56301. Making It Work," for possible presen-

Libraries. Papers for possible presenta-tions at the annual conference of the Pacific Northwest Library Association, to be held in August in Bellevue, Wash, Contact: Richard Dunn, Mans-Missoula, Mont. 59812; (406) 243-6771, fax (406) 243-2060.

Non-profit organizations. Case studies to be published in Nonprofit Manage-ment Case Study Collection. Contact: ment Case Study Collection. Contact:
Ken Koziol, Curriculum and Publications Manager, Institute for Nonprofit
Organization Management, 4306
Geary Boulevard, Suite 201, San Francisco 94118-3004; (415) 750-5180.

Religious studies. Proposals for possible presentations at the annual conference of the North Carolina Religious Studies Association, to be held in October in Wilson, N.C. Contact: Herman Thomas, Department of Religious Studies, University of North Carolina, Charlotte, N.C. 28223; (704) 547-4598. or Jon Young, College of Arts and Sciences, Payetteville State University Fayetteville, N.C. 28301-4298; (919)

MISCHART

May 31: Journalism. Applications from schools or departments of journalism or mass communication for support for a journalism professional in residence. Contact: Felix Gutlerrez, Vice-President for the formalism Professionals-in-Resident formalism professional in residence. 1101 Wilson Boulevard, Arlington Va. 22209; (703) 528-0800.

June 1: Higher education. Disserts tions on the study of higher education completed between June 1, 1991, and May 31, 1992, for consideration for the Outstanding Dissertation Award of the Association for the Study of Higher Association for the Study of Higher Education. Contact: Leonard L. Baird, Educational Policy Studies, 145 Taylor Education Buildins, University

Taylor Education Building, University of Kentucky, Lexington, Ky. 40506; (606) 257-7835.

June 5: Aging. Nominations of individuals for Allied-Signal Inc. Achievement Awards in Aging. Contact: Allied-Signal Achievement Awards in Aging, Johns Honking Center on Aging. Franching Center on Aging. Johns Hopkins Center on Agins, Fran-cis Scott Key Medical Center, 4940 Eastern Avenue, Baltimore 21224; (410) 550-1248.

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